**Temple Marsh Ltd Brochure Brief and Copy 7.11.17**

**Format**

* 12pp (including front and back covers) A4 portrait

**Brand and Imagery**

Brand colours are:

Claret (as per “Temple” in the logo):

* RGB - 123,17, 56,
* HEX #7B1138,
* CMYK 0, 0.862, 0.545, 0.518

Grey (as per “Marsh” in the logo):

* RGB 109,110,112,
* HEX #6D6E70
* CMYK 0.0268, 0.0179, 0, 0.561

Images will be supplied.

**Logo**

Temple Marsh logo attached.

**Content**

* **Cover page – Image 1 with Logo. A one line summary of “Experts in delivering world class people solutions”**
* **Pages 1 and 2**
  + **Image 2**
  + **Headline – Experts in delivering world class senior sales recruitment solutions**
  + **Copy as follows:**

At Temple Marsh, we believe in putting our clients and candidates at the heart of everything we do. That is why our ethos is firmly focussed on delivering quality service to ensure the needs and expectations of our clients are not only met, but exceeded.

We fully understand how important it is to match a client’s need with a candidate’s ambition and the critical impact this can have on your bottom line. We know the difference recruiting the best sales person can make in terms of your profit and growth potential.

Finding the right person in a tough employment market can be stressful, costly, time-consuming and really difficult. Undertaking a headhunting assignment will help ensure you get the best available person who will align to your company culture and values and deliver long term growth for your business.

* **Pages 3 and 4**
  + **Image 3**
  + **Headline - Why use us?**
  + **Copy as follows:**

We pride ourselves on our ability to deliver on every assignment and are specialists in senior sales recruitment and headhunting across a wide spectrum of roles. And we know that no two roles are the same which is why we offer a range of recruitment and headhunting services to deliver to your needs.

But we also know the challenges of the recruitment process. Our Managing Director, Steve Thomas, has been on the client side of this process and set up Temple Marsh after identifying a real need for a truly professional sales recruitment and headhunting service.

Steve felt huge frustration at the approach taken by many sales recruitment agencies when he was on the client side. This has ensured a commitment to embedding a quality service ethos from the top down and that is why we undertake a detailed proven approach on every assignment we take on.

We take an empathetic approach and work in partnership with organisations to headhunt the best performing senior sales talent who will help to build profitable growth. Having considerable experience of sourcing and building effective sales teams, we fully recognise the importance of recruiting the correct calibre of senior sales people. We know how to spot candidates with the correct industry experience, demonstrable track record and a desire to succeed.

We know the top performing senior people are not usually looking for a role because their existing employer makes sure they are kept happy. But we are specialists in identifying, approaching and delivering that talent for our clients.

What’s more, we also provide:

* Total confidentiality – you can be sure we will operate in a strictly confidential manner in relation to both the candidates we contact as well as within your own organisation.
* Dedicated contact – you will be provided with a dedicated contact who will provide you with regular updates as often as you would like.
* Full transparency – through the headhunting process, you get complete visibility at every stage so you will know the lengths we have gone to in order to exceed your expectations
* Complete accountability – we will not rest until we have found you the best available person for your role.
* **Extended 12 month free of charge replacement guarantee** on headhunting assignments where we undertake competency interviews alongside you.
* **Pages 5 and 6**
  + **Image 4**
  + **Headline – Delivering world class solutions**
  + **Copy as follows:**

Whilst we can offer the full range of sales recruitment services, the very first step we take is getting an in-depth understanding of you, our client, including not just the role you are recruiting for but your company culture as well.

Once we have got a really good understanding of your requirements, we are experts at identifying and delivering to those needs. We will present the best options to help ensure we choose the right solution to find the ideal sales person who is a perfect match for both the role and your company.

**Our Headhunting Service**

How can you recruit the very best senior sales talent out there if they are being kept happy by their existing employer and are not actively looking for a role? They will not respond to adverts and they will not have registered with any recruitment agencies but they will move if the right opportunity is presented to them. The answer is using an expert headhunting service.

We research the whole market to find all of the relevant and top performing sales people (within both your industry and other relevant markets), who would be suitable for a role and approach them to present the benefits of working for your organisation.

This service provides complete transparency and accountability for finding the best available person for your company, so you can have complete peace of mind that wherever the perfect candidate is, we will find them!

**Abbreviated Search Service**

For roles where the salary may not justify the costs of a full headhunt, we can also undertake an abbreviated search project to recruit senior sales people. This unique sales recruitment service involves undertaking a smaller scale search process at a lower cost and in quicker time but you also get the benefits of our headhunting expertise.

**Success-only recruitment**

We can also undertake success-only sales recruitment services for you whereby we can advertise roles and deal with all of the responses. Of course we will also have the advantage of a high quality extensive contact network that we can tap into in order to potentially find a great candidate for your organisation.

Of course whenever we come across a great candidate who we think would be a great fit for your organisation, we will always approach you with them on a success-only basis.

**Psychometric and job profiling**

Because we know how critically important it is for any individual joining your company to be the right cultural fit, we always complement our services with the use of psychometric and job profiling. We use both these services as an integral aspect of our headhunting process and the profiles help to make sure the candidate is perfect for both the role and the company.

Psychometric profiling assesses a candidate’s personality and characteristics to identify their strengths as well as potential development areas.

Job profiling focusses on identifying the right personality required as well as the skills and experience of the ideal candidate for a role. This allows you to compare the psychometric profile of a candidate to the profile required for the job and therefore how closely matched the candidate will be.

**Competency interviews**

We are experts in competency interviews and firmly believe they provide real value in determining the suitability of a candidate for a role as they require the candidate to provide specific examples against a range of competencies. We can even help you identify the right competencies for a role if you wish.

As part of our sales headhunting service, on projects where we undertake competency interviews alongside you, we offer an extension from our usual 6 months free of charge replacement to a 12 month free of charge replacement guarantee. That is because we have so much confidence in the ability to find the right long-term candidate for your organisation using this method.

* **Pages 7 and 8**
  + **Image 5**
  + **Headline – Our Proven Approach**
  + **Copy as follows:**

We know the cost and stress of hiring the wrong person is significant and has a detrimental impact on the business bottom line. That is why our commitment is to ensure you get the best person, first time. That is why we believe that by taking the robust and proven approach below to the headhunting process, we will bring you the successful person your organisation needs.

**4**

**Assessment**  – any candidates that progress through to this stage will now undergo a detailed assessment process. We will narrow down all of the candidates to a longlist of suitable candidates to progress to interview.

We will then pick the best candidates for 1st interviews which will either be in person or via Skype.

Finally, those candidates who are successful at 1st interview will complete a psychometric profile to establish their characteristics and personality, ensuring they will be a good match for both the role and the organisation.

**1**

**Understanding the brief** – we will meet with you to get a detailed understanding of both your organisation and the role. We will get under the skin of what your ambition and strategy is as this will be a key part of selling the organisation to a candidate. We will also undertake a job profile exercise to identify the key requirements and characteristics to look for in a candidate. Finally, we will complete a project brief outlining all of the details that we have discussed for you to confirm.

**2**

**Research** – once you have approved the project brief, we will undertake a detailed mapping exercise which will identify all of the possible companies that might currently employ your perfect candidate.

We will then investigate each company to establish all of the potential candidates that exist within them, producing organograms where relevant to give you confidence we have undertaken a thorough search.

**3**

**Approaches** – once you are happy with the list of prospective candidates, we will start making approaches and presenting them with the benefits of working for your organisation.

We will also undertake any initial screening of the candidate if they have expressed an interest in progressing. This screening establishes the candidate’s existing location and remuneration package but also their skills, qualifications and experience to ensure they are suitable.

**5**

**Shortlist meeting** – we will meet with you to present a detailed view of all shortlisted candidates. This will include the output from the 1st interview highlighting key strengths and potential development areas, as well as the results of the psychometric profile. We will then recommend the best candidates to meet with you.

**6**

**Client Interviews** – once you have approved the list of candidates, we will arrange the interviews and can attend these with you if you wish. We offer an extended 12 month guarantee from our usual 6 month guarantee for a free of charge replacement if we participate in the interviews at this stage.

Our attendance can provide valuable competency interviewing experience as well as helping to provide an objective view of the interview performance and enable us to provide suitable reasons for hiring or rejecting the candidate .

**7**

**Offer and acceptance** – as soon as all interviews are completed, we will act as the go-between for any offer to the successful candidate, negotiating on behalf of both parties when required.

We will also provide any unsuccessful candidates with constructive feedback as to why they were not t successful. This ensures they are still left with a very positive impression of you (and us!). This can also significantly reduce the risk of a candidate’s rejection being seen as discriminatory.

**8**

**Follow-up** – we will keep in touch with the candidate prior to start date and help guide them on handing in their notice and dealing with any counter-offers.

We will also follow-up with both you and the candidate after the candidate has started to make sure both parties are happy and the relationship is working well.

Any areas of improvement or concern can also be addressed at this stage.

* **Pages 9 and 10**
  + **Image 10**
  + **Headline – Part of the Elliot Marsh Headhunting Network**
  + **Copy as follows:**

We are also a partner of the Elliot Marsh Headhunting Network which provides a number of significant advantages.

We can access additional specialists from complementary niche markets where there might be functional cross over, which means we can ensure a comprehensive search of the highest achievers across all possible fields. This enables us to draw up innovative and unique target lists, offering you the best of both worlds and a genuinely comprehensive choice of high calibre candidates.

Being a core member of the network also brings the advantage of being able to access significant research resource to ensure all project deadlines are met without compromising the quality of the results – enabling the perfect candidate to be found every time.

Elliot Marsh has a reputation for the highest quality service levels within headhunting. Candidates know that when they receive a headhunting call from an Elliot Marsh Partner, the opportunity needs to be seriously considered!

**Back cover**

Temple Marsh logo and the following contact details:

London: 020 3637 9345

Manchester: 0161 883 2378

Email: [info@templemarsh.com](mailto:info@templemarsh.com)

Website: [www.templemarsh.com](http://www.templemarsh.com)