**Temple Marsh Ltd Brochure Copy Update 11.11.17**

* **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 feeling huge frustration at the approach taken by many recruitment agencies, identifying a real need for a truly professional service.

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 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 and the impact they can make on your bottom line.

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 offer the full range of recruitment services, the very first step we take is getting an in-depth understanding of you, including not just the role you are recruiting for but your company culture as well. We will then 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 if they are being kept happy by their existing employer and are not actively looking for a role? The answer is using an expert headhunting service.

We research the whole market to find all of the relevant and top performing sales people 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 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. We will 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.

**Psychometric and job profiling**

It is critically important for any individual joining your company to be the right cultural fit, so we always complement our services with the use of psychometric and job profiling.

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.

Both of these services are integral to our headhunting process and allow 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. We can even help you identify the right competencies for a role if you wish.

We have so much confidence in finding the right candidate for your organisation using this method, we offer an extension from our usual 6 months free of charge replacement to a 12 month free of charge replacement guarantee on headhunting projects where we undertake competency interviews alongside you.

* **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 and why we believe that by taking the robust and proven headhunting approach below, we will bring you the successful person your organisation needs.

**Assessment**  – successful candidates will then undergo a detailed assessment. We will refine all of the candidates to a list of suitable individuals to interview.

We will 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 ensure they will be a good match for both the role and the organisation.

**4**

**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 which establishes their location and remuneration package but also their skills, qualifications and experience to ensure they are suitable.

**3**

**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 establish all of the potential candidates that exist within these companies, producing organograms where relevant to give you confidence we have undertaken a thorough search.

**1**

**Understanding the brief** – we will meet with you to get a detailed understanding of both your organisation and the role including your vision and strategy. We will also undertake a job profile exercise to identify the key elements required from a perfect candidate. Finally, we will complete a project brief outlining all of the details for you to confirm.

**5**

**Shortlist meeting** – we will present you with a detailed view of all shortlisted candidates, 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** – 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 having a first-hand view of the interview performance, helping to provide suitable reasons for hiring or rejecting the candidate.

**8**

**Follow-up** – we will keep in touch with the candidate prior to start date and 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.

**7**

**Offer and acceptance** – 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 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.