



BARRON WILLIAMS
EXECUTIVE SEARCH

WANT TO KNOW MORE ABOUT BARRON WILLIAMS?

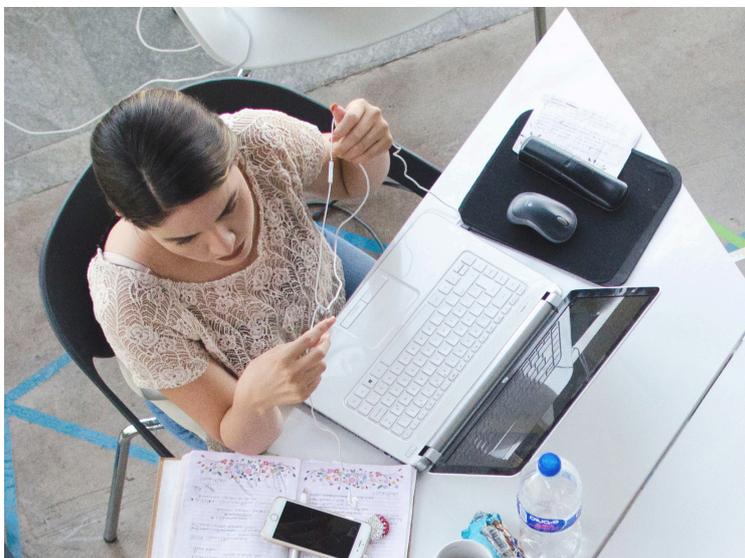
WHO WE ARE...

We are a professional services business working in executive search & selection and senior management recruitment. We are Corporate Members of the Recruitment & Employment Confederation and are fully compliant with the REC Code of Professional Practice. This means that Barron Williams' systems, processes and practices are delivered to the highest standards and that you can trust us to deliver on our commitments and to represent you and your brand.

We are based in NE England and work with clients across the UK in a range of diverse sectors, delivering crucial recruitment briefs across all core management functions. Our specialism is our ability to interpret complex role briefs, attract high calibre candidates and execute effective selection processes for our clients.

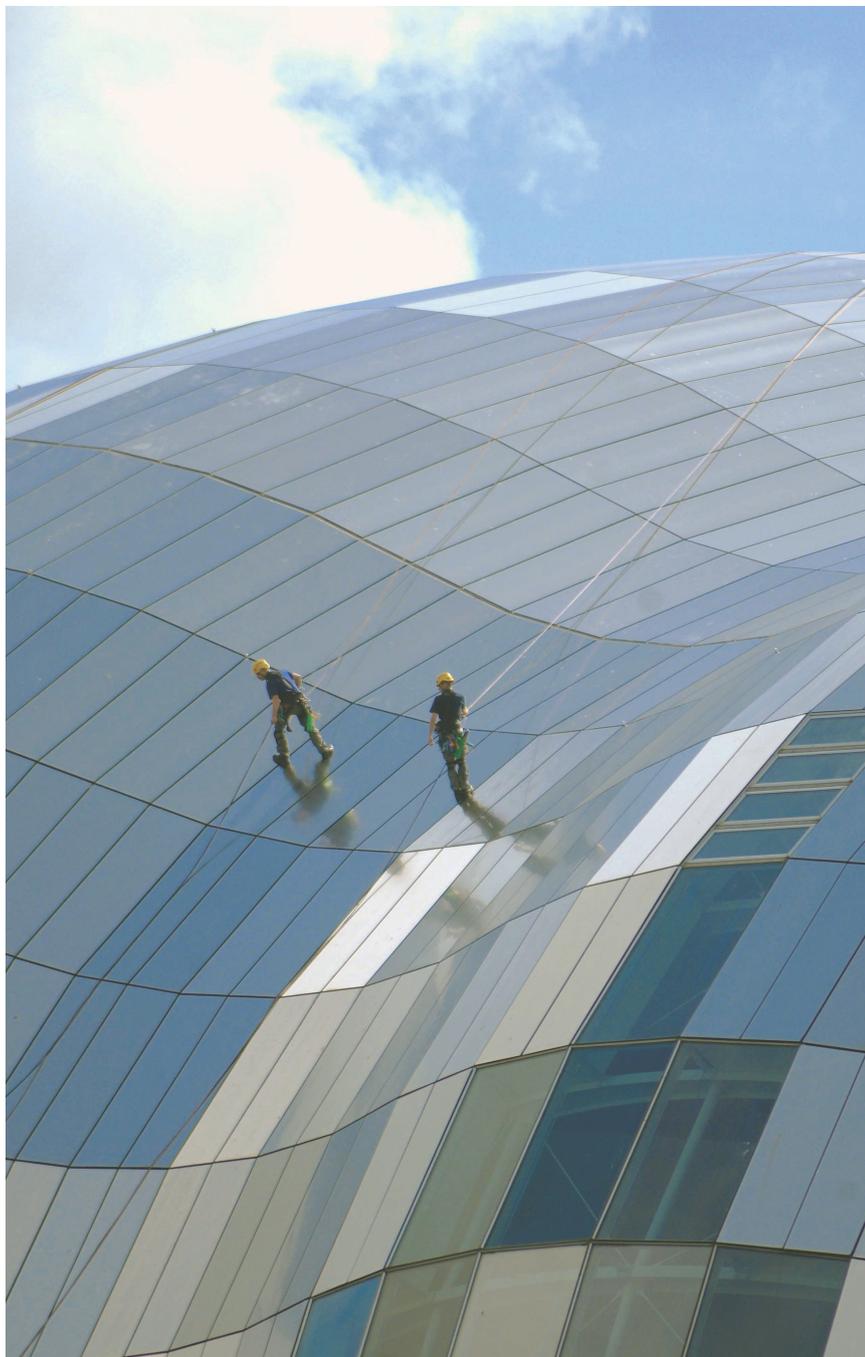
WHY CHOOSE BARRON WILLIAMS FOR YOUR EXECUTIVE SEARCH?

We execute individually tailored search and role marketing plans to deliver high quality candidates for our clients. How? We use our brand strength, reputation and networks to market roles effectively and our search expertise to find, attract and engage with the people who most closely match our clients' requirements. Our mature, professional and structured processes and practices deliver exceptional Longlists and Shortlists to allow our clients to select from fully briefed and engaged candidates representing the best available people in the whole of the market.



THE BARRON WILLIAMS DIFFERENCE

We search and recruit at executive and senior management level using highly developed processes and practices to deliver exceptional results. Each retained assignment is unique, tailored to the individual needs of the role brief. Individual assignment marketing plans may include role advertising, social media and formal search (or search only where appropriate). Our partnership-led approach requires your continued input and support to enable us to target and deliver the right candidates. The Barron Williams brand is synonymous with senior management resourcing and executive search, attracting high quality executives who trust us to represent them. Our ExecBank contains executives from multiple sectors and all core management functions who are kept up to date on current opportunities as well as career related issues. Whether you've registered with us or responded to our role marketing or search approach, all Barron Williams candidates can expect and receive great candidate care when engaging in your selection process through regular, open communications. We protect and build brand reputations - ours and yours.



BARRON WILLIAMS SERVICE EXCELLENCE

As our client, expect regular, open communication too. The role brief is just the start, we need your ongoing input as we review applications and develop the search. The market is dynamic and allows us to quickly benchmark salary packages as well as candidate availability, we'll keep you informed. We manage the process. We select candidates for further consideration and engage with them early to assess their interest and motivation as well as match to the role brief. We brief them confidentially and develop their applications. We interview candidates together with our client and co-ordinate second and final stage interviews, attending as required. We can provide psychometric testing for Shortlist candidates and referencing to confirm your selection decision. We manage the offer negotiation and support the selected candidate through to their start date, following up with both client and candidate once onboarding is complete.

PLEASE ASK IF YOU WOULD LIKE TO TALK TO SOME OF OUR CLIENTS - REFERENCES ARE READILY AVAILABLE.



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OUR OUTLINE PROCESS

HOW BARRON WILLIAMS DELIVERS

THE ROLE BRIEF

- Prepare the role brief and candidate profile for the search
- Agree marketing and search parameters
- Agree target sectors and organisations
- Agree project timelines and processes

ROLE MARKETING

- Advertise role on Barron Williams website (unless search only)
- Post recruitment advertising (unless search only) to address active market
- Email relevant candidate & contact audience from Barron Williams ExecBank
- Post updates and links via Barron Williams social media posts

SEARCH

- Develop 'market map' to identify potential candidates and contacts
- Approach professionally via social media & email initially
- Escalate communication to phone asap to develop interest
- Develop contacts for referrals, recommendations and market insight

SELECTION

- Review and select applicants from role marketing and search
- Initial telephone contact & video screening, confirm package and availability
- Interview provisional Longlist candidates, confirm match to role brief
- Submit Longlist to client and arrange review meeting to select further

INTERVIEW

- Arrange & conduct first client interviews with the client
- Select candidates for further selection stages and arrange accordingly
- Arrange psychometric testing and client reports where included
- Liaise with and brief both client and candidates through to final selection

OFFER & APPOINTMENT

- Manage the offer process between the client and preferred candidate
- Manage candidate resignation, confirm contract, start date & references
- Co-ordinate referencing, including verbal and written references as required
- Follow up with both client and candidate post-appointment