

## **Help us to work with you**

This section is aimed at clients and candidates alike. We aim to work with you as a partner and relationships are better when there is trust and commitment on both sides. We have placed over 2,000 people since inception, there are plenty of case studies and reference points, to get the best use of us trust our thoughts and advice. If we cant help we will tell you and refer you elsewhere, we will give you a helicopter view presentation of where you sit in the industry, what you can and cant get, what market rates look like, appetite for hiring, market consensus and at all times we wont be shy in telling you our thoughts offering pragmatic advice. In our opinion and experience this is what an agency should do rather than just send resumes.

## **Some thoughts and suggestions**

Please make yourself as available as possible for meetings and calls. This is an essential part of the process, 9-5 only meetings and inflexible characters tend to scupper the process.

Feedback is critical for us, please make this as detailed as possible and ideally we will debrief within 24 hours, again this keeps the process flowing.

Honest, direct appraisals of your thoughts during the process are critical, it's no problem if you have concerns on the candidate, let us know perhaps we can help, perhaps we have someone more in sync with your needs on our books.

Our advice is meant to help you so please take it that way. We do this every day and in the case of most of our consultants we have done it every day for many years, thoughts and advice are intended to help the process reach the desired conclusion.

Don't Judge a book by its cover –This industry and life itself is full of preconceptions. we believe its better to investigate and find out for yourself.