

Professional Resources specialise in the **executive placement** of senior leadership teams, directors and other key personnel, giving you a **complete employment solution with HR led expertise.**

Operating **nationally**, we use our expertise across the **full range of industry sectors** and recruitment options to meet your very specific organisational needs.

We provide a bespoke recruitment package enabling you, with guidance, advice and recommendations from your dedicated Managing Consultant, to determine the most effective way to take your vacancy to market gaining maximum exposure within your industry.

Whether you are looking for a **visionary leader or integral member of a team**, we give you the flexibility to find the very best talent.

We undertake a **“seven step” approach** to your employment solution, tackling each opportunity with professionalism and above all passion – **the passion for you to succeed.**

Office Support

Accounts & Finance

Sales & Marketing

IT & Technical

Specialist & Professional

Strategy

As expert consultants our role is to meet with you, and fully understand your organisation, culture and values, working with you to define and shape the detailed recruitment campaign. This includes competency framework, a person specification defining your ideal applicant, target organisations that are of interest to you and a recruitment and advertising campaign that exceeds your needs.

Attraction

Our in-house marketing team will design and implement an advertising programme utilising a vast selection of contemporary advertising mediums.

A dedicated Professional Resources Marketing Executive will work with you to identify the most suitable publications and media; from generalist and specialist job boards, social media recruitment, or print advertising methodologies, to devise a cost effective and above all successful talent attraction technique to deliver the very best and relevant applications to your organisation.

Using their experience, we encompass your organisations visual identity and branding guidelines to positively promote both your organisation and opportunity to the target market.

Your executive placement is in safe hands with your **Employment Solutions Specialist**. Trust us to save you time, resources and provide you with tomorrows talent, today.



Employment solutions
...it's our business

Screen

Your Managing Consultant will resource, interview, filter, manage and provide a shortlist on your behalf, choosing the right selection methodology for you.

We can offer a range of selection techniques to complement your organisation; from competency based interviewing, group "role play" assessment centres, to job profiling and psychometric testing questionnaires.

Interview

We can offer centrally located interview facilities, and are happy to provide support, if requested, to assist with the interviewing process. We can also provide advice, coaching and training on interview methodologies and competency based questioning methods if needed.

Select & Negotiate

Following your final selection we will undertake negotiations on your behalf, finalising remuneration packages and contractual agreements, to reach a successful conclusion for both parties.

In addition to our "seven step" search and selection consultancy service providing you a complete executive employment solution, Professional Resources spearheads the provision of further services:

Managed Agency Services

Larger employers can have numerous agency relationships in place to cover a wide range of disciplines. Our Managed Agency Services provides you with the facility to out-source your requirements, enabling us to manage the recruitment service on your behalf, assisting with supply whilst co-ordinating other recruitment

Interim support to bridge the "recruitment gap"

At senior level, notice periods may be extensive, if required, Professional Resources will work in partnership with White Horse Employment to supply interim support to bridge the "recruitment gap".

Head Hunt

We provide a discreet and professional "head hunting" service whereby we identify and approach carefully targeted candidates to determine their interest. We recommend this approach as the most appropriate when the position is of a specialised nature or the opportunity is highly confidential.

providers, providing one point of contact. Ensuring an increase in recruitment efficiency, and reduction in administrative burden, Managed Agency Services is an employment solution that we will be happy to discuss with you in greater depth.

Research Projects

Professional Resources offers a range of research services: including research connected to recruitment projects, competitor analysis studies, salary surveys and market information.

Contact Professional Resources on 01225 77 55 20 for more information on our executive placement, managed agency and research services.

We have placed executive applicants that have gone on to lead their teams and organisations to success

We have conducted substantial local salary and benefits surveys

We have led the way in innovative applicant attraction techniques that have been nationally recognised

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