

A close-up photograph of chess pieces on a board. The pieces are made of metal, with some appearing to be silver and others gold. The background is blurred, showing more pieces and the board's squares. A bright yellow border frames the entire image.

V-3[®]

HEAD HUNTING

|| V3 HEAD HUNTING

As the Head Hunting division V3 Recruitment we offer our clients a service that sources for them the highest calibre of candidates to fill their senior appointments.

With the best people being ever more difficult to find – the usual methods of recruiting, such as advertising or the database approach of traditional Executive Search companies and agencies, are failing to attract top candidates.

Our refreshingly different approach, not only finds the top quality candidates – the winners and achievers, but takes away the risk and expense usually incurred by using our competitors.

Although there are many specialist niche markets within our organisation – the methods used by our consultants are exactly the same – so we can honestly say that we are expert Head Hunters over a wide spectrum of disciplines.

We can find your company the real winners.

The V-3 Team

|| COMPETITIVE ADVANTAGE

PRECISE TARGETING

This allows us to source directly from companies where such individuals are busy being successful and not looking for a new position but due to our discreet professional approach can be persuaded to consider an outstanding opportunity.

CONFIDENTIALITY

Your company information is never disclosed to any candidate until the candidate has been presented and accepted by yourselves.

QUALITY CANDIDATES

Any candidate we present will already be very successful in their role and will be able to add immediate value to your bottom line.

NO ADVERTISING COSTS

Being a purely proactive Head Hunter, we do not advertise or use databases. We believe the best candidates are not responding or available on either medium – they are too busy being successful.



|| PROPOSED TEAM

A DEDICATED TEAM TO FOCUS PURELY ON YOUR REQUIREMENTS.

An Account Manager will be heading up any assignments with your company and be your main point of contact. Having taken the job brief they will then handpick a team to work alongside them. All work will be done in-house and be structured as follows:

Researchers

In addition to companies suggested by our client they will identify additional target companies and organisations within the UK, Europe and worldwide if necessary. They will obtain website details, telephone numbers and all core information.

Working within a real time network, they attend seminars, conferences and identify all target candidates, in terms of eligibility and geographical area.

Recruiters

They will approach and recruit potential candidates for the opportunity. Their job is to also ensure that those interested are suitable in terms of skill set and cultural fit. They also eliminate shoppers and candidates just looking to leverage their career.

Account Manager

The Account Manager will then coach the candidates and client through the interview stage, debriefing and preparing the individuals at every stage of the process and pre-empting counter offers, thus resulting in a successful campaign.



|| TIMESCALES

DAYS
1-2

Account Manager

Taking a full and comprehensive job order – information over and above a standard job specification will be obtained, including culture, objectives and information from the hiring authority in order for us to fully sell the opportunity.

DAYS
3-4

Researchers

Targeting of companies – the identification of organisations housing individuals with the relevant skill set. This could be a direct competitor or companies within related industries.

DAYS
5-10

Account Manager & Recruiters

Candidate identification – our in-house research team identifies potential candidates in similar positions within the target companies, paying particular attention to personality and cultural fit. Candidates are confidentially and professionally approached and thoroughly pre-screened. The information gathered is far in excess of a curriculum vitae.

DAY
10

Account Manager

Initial candidates are presented in detail with remuneration package, key achievements and ambitions.

DAYS
10-15

Account Manager & Recruiters

Amendments made to original order if required and further candidates identified.
Shortlist presented to client.

|| TIMESCALES CONTINUED

COMMUNICATION

Open, honest and rapid responses are paramount to the success of the search. Contact will be made for two reasons, either to present a candidate or to obtain necessary feedback.

REPORTS

At the end of the search, a client report will be forwarded detailing all companies approached, salary levels for specific positions and general reviews and recommendations if appropriate.

we are
hiring
#V3Recruitment



|| SERVICE STANDARDS

TIMESCALES

20 working days from acceptance of role to presentation of candidates.

CANDIDATE TO OFFER RATIOS

1st Interview to 2nd Interview = 68%

2nd Interview to Offer = 82%

Offer to Acceptance = 96%



**We believe in thinking differently and
everything we do challenges the ordinary!**



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