



## How will Williams Bain support your goals?



We guarantee at least 3 candidates for every role



To promote the hiring manager and organisation when speaking with suitable candidates, increasing your overall ability to hire



To work quickly with a typical shortlist taking 2 days for Interim and 3 weeks for Director level permanent



Ongoing advice throughout the recruitment process and onboarding process to ensure that your preferred candidates accept your offer and deliver real value



## Struggling to hire?

If you're struggling to hire you will benefit from our very experienced team, we will;



Go through the requirement with the hiring manager to identify and influence how we will position the opportunity to the most suitable candidates



Build our knowledge of your business quickly so that potential candidates feel that we are an extension of your business



Deploy our strong emotional intelligence skills ensuring that candidates are pitched the role in a way that suits them



Keep the communication lines open throughout so the hiring process runs smoothly



Offer continual advice so your business can move with the labour market and attract the best candidates



Present three suitable candidates on a shortlist quickly



### Companies that we've supported

















































































































































































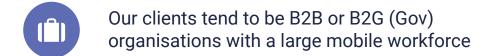


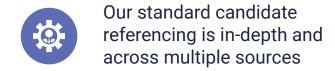






#### A little about us





Most of our clients are about to go through or have been through M&A or major transformation in the last 3 years

We have an unrivaled track record of delivering the right candidate for every assignment

- We are great at supplying candidates for one off / critical projects that are board sponsored
- For over 10 years we have been building a vast network of professionals at Executive level

We deliver business important or board critical permanent search mandates



We are part of IXPA with 29 offices across 5 continents



### Where can we support you?

#### **Geography**



#### We deliver Interim, Fixed Term Contracts and Permanent candidates into the following;

- Executive board
- Leadership level
- Director level
- Transformation
- Major programmes
- Critical situations
- Confidential situations
- Pre & post M&A
- Special projects
- Project delivery teams

# Recruitment services to help vou

to neip you	Permanent Multi-agency	Permanent Exclusive	Permanent & FTC Retained	Interim & Consultancy
Upfront payment to commence	£0	£0	⅓ of % fee	£4k refundable
Fee / Margin	40%	35%	30%	25%
Shortlist in 1 to 3 weeks	<b>©</b>	<b>©</b>	<b>©</b>	<b>Ø</b>
Weekly feedback on progress	•	<b>②</b>	<b>②</b>	
Video call briefing		<b>⊘</b>	<b>⊘</b>	<b>②</b>
Consultative client feedback and role adjustment		<b>②</b>	<b>②</b>	
LinkedIn job advertisement		<b>⊘</b>	<b>⊘</b>	<b>②</b>
Shortlist 3 suitable candidates		<b>Ø</b>	<b>②</b>	
Comprehensive verbal referencing		<b>⊘</b>	<b>⊘</b>	<b>Ø</b>
Write job brief including objectives			<b>②</b>	
Daily updates on progress			<b>⊘</b>	<b>②</b>
Dedicated consultant at Director level			<b>②</b>	<b>Ø</b>
Face to face briefing			<b>⊘</b>	<b>Ø</b>

