

# A High-Touch Approach



## WHAT OUR CLIENTS SAY ABOUT US

*"Aegis performed way beyond our experience of other executive recruitment consultants. They took enormous pains to thoroughly understand our business and our objectives, providing invaluable advice at every stage. No effort was spared in their research of suitable targets. Interviewing, sorting and selection were sensitive, positive and timely; costs were carefully controlled. We recruited an outstanding Chief Executive and in the process established an enduring professional friendship. We would use Aegis again without hesitation."*

**TOM BLYTH, CHAIRMAN, DEFLOG VQ TRUST**

*"As a candidate I found Aegis to be one of the very few recruitment consultants which treated me in a professional way and communicated properly. I was so impressed that I became a client and found Aegis took the trouble to understand the Brief and found excellent candidates which met my requirements"*

**PHILIP BUNT, DIRECTOR OF CORPORATE SERVICES, NORWOOD  
(PREVIOUSLY CHIEF OPERATING OFFICER, THE RSA)**

*"You really do get a tailor-made service from Aegis, matched exactly to your recruitment needs. The consultant quickly understood not only the role but the culture and the operational sensitivities of our organisation. He cared also that only the right person would do. Simply the best when it comes to senior-level recruitment"*

**JULIET EDWARDS, HEAD OF PERSONNEL & TRAINING,  
ROYAL ACADEMY OF MUSIC**

## CONTACT INFORMATION

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## A POINT OF DIFFERENCE

Making a senior level appointment is about many things. Skills, experience, proven ability of course – but also the right chemistry and fit to your organisation.

For candidates certainly. But the same measures apply when choosing the recruitment firm to help you find them.

You'll expect any consultant you see to be expert, professional and focused unswervingly on your objectives and success measures. But differentiating between them isn't always easy.

Given the importance of your recruitment goal, the confidence and trust you place in the consultant will depend on more intricate judgements.

## PERSONAL SERVICE, INDIVIDUAL SOLUTIONS

At Aegis we take a 'high-touch' approach to deliver a dedicated and individual service. We create a tailored strategy for success that always exceeds your expectations for performance and results.

Taking the time to understand your organisation and exactly what you require, we design and deliver a customised programme to search-out, verify and secure candidates who match every aspect of your business need, culture and goals.

Our track record of success covers senior specialists, heads of function and senior management, through to chief executives and other board appointments.

## CREATING BUSINESS ADVANTAGE

Backed by rigorous process, depth of research and first-class resources, it's an ethos that has achieved a 97% success rate from all the assignments we've handled over the last 5 years.

Recruitment is a means to an end. The appointment you make must create business advantage and deliver long-term ROI. We focus on these results, assessing candidates not just on their immediate abilities and fit, but also on the potential gain they'll bring to you. Much more than just 'filling a vacancy', we ensure the person appointed will add real value to your organisation.

## OUR STRENGTHS

Because we have proven capability in all methods – research led Search; compelling advertising; online presence – we give unbiased advice on the most cost effective way to resource each particular appointment. We often combine them into a hybrid strategy to ensure complete coverage of every candidate marketplace.

Our expertise in selecting the right people is a fusion – of judgement, intuition and innovation, blended with rigorous process, attention to detail and thorough communication.

We're with you to the finish, adapting to any changes that arise during the assignment and tenaciously staying in partnership with you until a successful appointment is achieved. And our flexibility means we tailor everything (including the fee) to each specific assignment, rather than taking a 'one size fits all' attitude.

As part of the Consult Group, you can be sure of our understanding of best practice HR and firm grip on employment legislation. It also means the Aegis consultants can dedicate their time to working direct with each individual client, confident in their backup from cutting-edge resources, administrative support and UK-wide coverage that is second to none.

## A CHALLENGING APPROACH

As well as giving you expert advice, sometimes it's necessary to challenge the brief. It's about possibility thinking, not least to give you the chance to consider candidates from beyond your expectations, whilst still ensuring perfect fit to your organisation, its needs and goals. Our consultative skills bring you additional benefit and perspective – both rewarding and, sometimes, unexpected.

This means we particularly excel at positions that are a bit different from the norm. Our personal, high-touch approach is ideal for these, harnessing all our strengths to help you pinpoint, attract and acquire the ideal candidate.

## JUDGE FOR YOURSELF

We believe our highly individual approach to senior level recruitment delivers exceptional results – but please don't just take our word for it. See what our clients think from the testimonials on the back page, or visit [www.aegis-er.com/casestudies](http://www.aegis-er.com/casestudies) for some examples of our work.

And – at the right time for you – please ask us to come and see you, so that you make your own judgement at first hand.

