



EXECUTIVE SEARCH





WHEN YOUR ORGANISATION DEMANDS THE BEST LEADERSHIP & SPECIALIST TALENT **SEARCH.**

Identifying and attracting future-ready, high performing leaders and specialists is every organisation's primary hiring challenge. The solution is a completely unique blend of outstanding research capability, deep local knowledge and broad international reach.

EXECUTIVE SEARCH

HRM is Ireland's largest privately owned search firm. Our 40 Consultants and Researchers are based throughout the country, living and working in the market they serve. As the Irish member of IIC Partners, a top global search firm with associate offices throughout EMEA, in the Americas and Asia Pacific, we search far and wide to bring the best leadership and specialist talent to your specific needs.

OUR PROCESS

- Full detailed investigation of needs undertaken with customer
- Confirmation of understanding of need shared back for approval
- Candidate briefing document prepared and signed off by the customer
- HRM Research Team engaged in full investigation
- HRM proprietary networks and where appropriate international affiliate network engaged to identify shortlist
- Candidates assessed through unique four stage programme including: Tailored Competency Based Interview, Psychometric Personal Leadership Assessment, Personal Capability Ratings and Communication / Reasoning Insights
- Validated compensation report preparation
- Selection process management with continuous qualification. Continuous research until close out
- Pre-References prior to final interview on request
- Post commencement programme

Our Executive Search solutions are priced to provide access for organisations of all sizes. By being research centred programmes, we successfully address complex and critical talent acquisition and mapping needs for indigenous and multinational organisations in Ireland and international territories.

Solutions are delivered through three practices or client specific teams:

Life Sciences & Engineering Practice

Shane Browne - Senior Commercial Director
shane.browne@hrmrecruit.com



Supply Chain, Operations & System Practice

Ciaran McCaughey - Senior Commercial Director
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Corporate & Professional Services Practice

Arlene Moran - Senior Commercial Director
arlene.moran@hrmrecruit.com



Talent Research

Paul O' Donnell - CEO
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GLOBAL REACH



IIC Partners is a top ten global executive search firm, passionate about finding the best talent for clients wherever they are in the world. Collectively we work tirelessly to advise, inform and guide organisations to make the right decision about hiring executives to drive operations forward, improve efficiency and increase profits.

Established over 30 years ago, our Executive Search Consultants work with all types of organisations. From global corporations to national firms to family-owned businesses, we have partnered with many of the world's most recognised brands to solve their leadership challenges.

HRM is the exclusive member of IIC Partners for Ireland.

Executive Search | Contract Solutions | Talent Research

www.hrmrecruit.com/our-solutions

