



Experience.
The Difference.

About. Time.

40 Consultants & Researchers in Ireland and 450 Consultants around the World, combine deep local market knowledge with national and international talent pools to deliver outstanding solutions. For 30 years we have pioneered talent acquisition solutions, working closely with clients and candidate talent. We achieve great outcomes in the shortest cycle times for permanent and contract, professional and leadership talent needs.

- **PRACTICES**

- LIFE SCIENCES & ENGINEERING**
- SUPPLY CHAIN, OPERATIONS & SYSTEMS**
- CORPORATE & PROFESSIONAL SERVICES**

- **CAPABILITIES**

- EXECUTIVE SEARCH**
- PROFESSIONAL SEARCH**
- TALENT SEARCH**
- CONTRACT & INTERIM SOLUTIONS**
- ADVISORY**

- **INDUSTRIES**

- LIFE SCIENCES**
- INDUSTRIAL**
- CONSUMER MARKETS**
- TECHNOLOGY & COMMUNICATIONS**
- FINANCIAL SERVICES**
- PROFESSIONAL SERVICES**
- PUBLIC & SOCIAL SECTORS**

Reach. An Understanding.

GLOBAL REACH

HRM is the exclusive member in Ireland of IIC Partners, a top ten global executive search firm. Collectively, we are passionate about finding the best talent for clients wherever they are in the world. We work tirelessly to develop real understanding of need, to advise, inform and guide organisations to make the right executive hiring decisions. We reach out to the best so that clients may 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 and family-owned businesses, we have partnered with many of the world's most recognised brands to solve their leadership challenges.



D

Deep. Breadth.

EXECUTIVE SEARCH

Identifying and attracting future-ready, high performing leaders is every organisation's primary hiring challenge. Through our own deep market knowledge, combined with the global presence of IIC Partners' and the international reach this provides, we search far and wide to bring you the best leadership talent.

Executive Search is a research centred solution that addresses complex leadership acquisition challenges. We work to understand your requirements, context, culture and structure to find the best leaders and leadership teams to meet your purpose and fit with your organisation.

- Full research and consulting team working with the hiring manager to establish the most desirable talent pools, organisations and locations from which to target talent.
- Unique access to national and international networks to ensure the most comprehensive search in the largest and most relevant talent pools.
- Four dimensional assessment model to support hiring decisions, including customisable competency based interview, personal statements, psychometric evaluation and technical rating.
- High touch candidate experience to build engagement and maximise valuable feedback.
- Cost sensitive, all-inclusive fees with extended warranty periods and added service commitments, providing annual multi-hire search programmes with additional, customisable benefits.
- Onboarding and continuous post-placement support.

K

Knows. No Bounds.

PROFESSIONAL SEARCH

When you need the best candidate for a key position but the skills and experience you seek are difficult to source our Professional Search programme is the outstanding solution. Applied to your senior specialist and mid-level leadership talent challenges, Professional Search is research-centred and very targeted.

Our experienced teams commence through our Detailed Needs Analysis process, designed to gain a comprehensive understanding of your needs, and builds quickly into a wide research and ultimately highly focussed, structured search and assessment programme. We operate several layers of evaluation and apply mid-tier pricing to make this a truly high value proposition for organisations that demand best in class talent and talent acquisition solutions.

- Dedicated research and consulting team to deep dive and identify the best national and international talent pools for the role.
- Four dimensional assessment to support hiring decisions, including competency based interview, personal statements, psychometric evaluation and technical rating.
- High touch candidate experience to build engagement and maximise valuable feedback.
- Cost sensitive, all-inclusive staged fees with extended warranty periods and added service commitments, providing annual multi-hire search programmes with additional, customisable benefits.
- Onboarding and continuous post-placement support.



Above. And Beyond.

TALENT SEARCH

Great recruitment is both art and science. Our consultants systematically build new relationships within their networks, drawing on multiple creative sources, to be ready to solve your early stage, professional skillset needs. Talent Search is our contingency solution through which we bring the brightest professional talent to customer firms.

By gaining a deeper understanding of your need, we bring your vision and role purpose to market, attracting highly capable and committed candidates to your organisation. Our brand and networks provide access to talent pools not always accessible to others.

- Consultants operate nationally through three specialist practices and within skill lead verticals.
- Our industry focussed teams, ensure consultants facilitate knowledge sharing, grow sector awareness and accelerate delivery.
- Competency based interviews combine with other evaluation methods to ensure best fit.
- Onboarding and continuous post-placement support.

F

Fits. And Starts.

CONTRACT & INTERIM

Speed and accuracy are essential when short term critical talent is needed. For high value niche skills required over a defined period, whether for project delivery or driving essential change, peaks in workload or to cover a key role, ready-to-start contractors are the solution.

Our Contract & Interim Solutions team provides an immediate response to your short-term professional skill needs in all leadership and specialist areas. We deliver high quality and experienced, interim leaders and professional contractors who fit your immediate need. We deliver standalone contractors or contracting teams while our contractor management programme gives you a single point of contact and ensures a totally seamless back office experience.

- Consultants operate in professional verticals and at predefined levels of experience for rapid, accurate response.
- Seamless online backend process management.
- Continuous contractor management support throughout assignment.
- Expertise on site when you need it, cost removed when you don't.

C

Change. Shape.

ADVISORY SERVICES

The greatest cost in talent acquisition is hidden. It lies amongst the processes, behaviours, systems and beliefs that smother opportunity, leak value and erode employer branding. The key to driving great recruiting results from your own resources is to shape your talent acquisition experience as you would for your customers.

If you are ready to transform your internal talent acquisition operations, we will improve your hiring outcomes, deliver greater value from your internal resources and drive out waste and cost. Our advisory team delivers wider organisation change through skilled specialists, enabling you to innovate, transform and lead.

- Nine moments of truth for candidate decision influencing.
- Nine organisation conditions necessary to achieving great candidate experience and hiring results.
- Audit of existing processes against candidate MOT model and variance reporting.
- Build on existing resources to improve return and reduce cost to hire.
- Improve the quality and engagement of new hires.



DUBLIN

(+353 1) 632 1800

CORK

(+353 21) 435 8748

GALWAY

(+353 91) 399 090

info@hrmrecruit.com

www.hrmrecruit.com

