



EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**





EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

High Performing Leaders Delivered Every Time. **Everywhere.**

For over three decades, HRM has partnered with clients in the acquisition of executives for essential roles and short-term leadership needs. By focusing on cultural fit and capability, we support organisations throughout Ireland and at multiple sites across the UK, EMEA and the US. We balance local understanding with global reach.

Our uniqueness is built around our four step solution model, creating a high value customer experience. Our in-house research team underpins the quality of outcomes from our Executive Search and Contract & Interim solutions while also being at the heart of our insights business, Talent Intelligence.

Working in partnership with you, we draw on our expertise and technology to find the best solution and deliver the results your organisation demands for critical executive, contract and interim hiring.

Industries

- Healthcare & Life Sciences
- Customer Markets
- Industrial
- Financial Services
- Professional Services
- Technology
- Public & Social Sectors
- Food & Beverage

Functions

- CEO & General Management
- Supply Chain & Operations
- Human Resource Leadership
- Financial Officers
- Scientific Leadership
- Marketing & Sales Leaders
- Engineering & Technology Leaders
- Legal, Regulatory & Risk



EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

1. Executive Search

Each assignment is delivered through a structured but customisable search process. Our internal research team draws on AI, proprietary networks and our extensive international partnership to identify outstanding talent for complex appointments.

As the Irish member of IIC Partners, a top ten global executive search group, we extend our reach to more than 40 offices worldwide. Clients gain access to the best talent intelligence, local market insights and specialist expertise. This leads to the hiring of high-performing leaders, in all industries, functions, and regions.

Our 4 stage search process includes:

Discovery

Alignment on role requirements, organisational context and strategy, success criteria and cultural considerations.

Reach

Comprehensive market mapping led by our specialist research team, identifying off-market talent across relevant geographies.

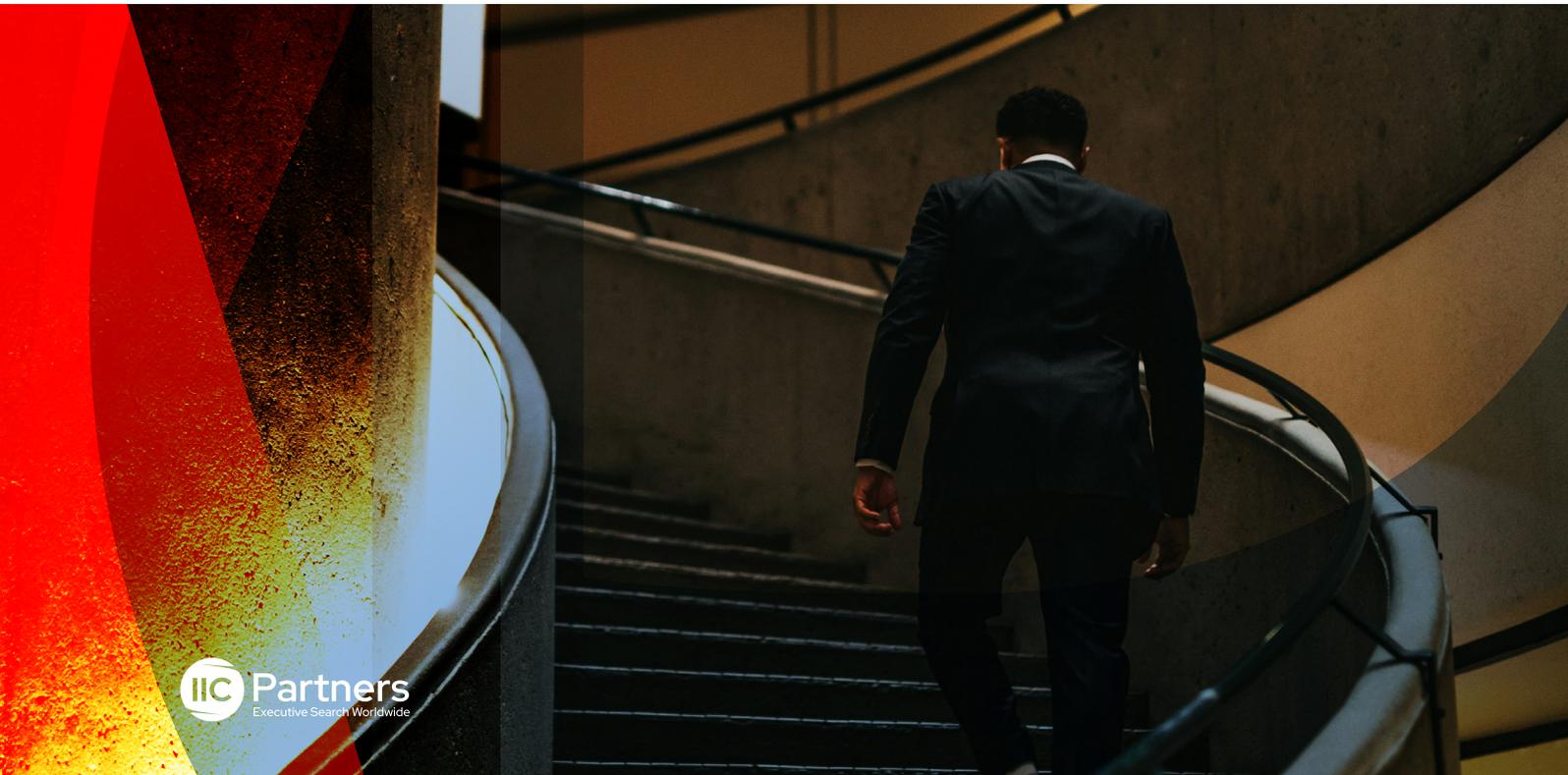
Assessment

Structured, rigorous evaluation of capability, motivation and cultural alignment enabling confident hiring decisions.

Impact

Post-hiring evaluation of appointee delivery. Continuous cycle of feedback from search process and outcome.

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**





EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

2. Interim Executives, Professional Contractors & Fractional Leadership

Flexible, on-demand leadership and specialist talent provides you with the agility you need to meet short-term demands for expert skills, to address competency gaps, develop strategic insights or provide cover for seconded executives.

Interim Professionals, Contractors and Fractional Leaders support innovation and organisation learning. They enable fast moving projects to be delivered and meet breakdowns with sustainable solutions. They are agile leaders ideally suited to the demands of scalability and challenge resolution. Wherever in the world those skills and capabilities are, we will bring them to your organisation.

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**



EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

3. Talent Mapping & Market Intelligence

For future hiring, planned new sites or acquisitions, we research and deliver regional talent reports. Our maps and market intelligence reports mitigate risk around business critical roles, succession planning and incumbent assessment.

Regional talent intelligence reports enable a client to:

- Understand the depth, quality and availability of talent in target regions and sectors
- Benchmark leadership and specialist capability within competitor and adjacent markets
- Identify capability gaps and future hiring priorities, including succession risk
- Create clarity around expansion, investment and workforce planning decisions

All mapping is tailored to ensure data insight is both relevant and actionable.

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**



EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

4. International Solutions

Our international solutions team delivers the best talent to client organisations wherever they are in the world.

Working with sister and subsidiary sites of our Ireland-based client organisations, we provide Executive Search, Contract, Interim and Fractional Executives, and Talent Intelligence reports to international clients throughout the UK, EMEA and the US.

The team also works with Irish companies expanding operations overseas, by acquisition or organically, to evaluate in-region talent options and identify the best talent solutions.

As a member of IIC Partners, a top ten global executive search group, we draw on over 450 partner consultants globally.

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**





EXECUTIVE SEARCH | CONTRACT & INTERIM | TALENT INTELLIGENCE

HIGH PERFORMING LEADERS DELIVERED EVERY TIME. **EVERYWHERE.**

How can we help **You?**

Paul O'Donnell CEO | +353 86 7886553 | paul.odonnell@hrmrecruit.com

Arlene Moran MD, Contract, Interim & Fractional Talent | +353 86 3656648 | arlene.moran@hrmrecruit.com

Ciaran McCaughey MD, Executive Search | +353 83 1420673 | ciaran.mccaughey@hrmrecruit.com

Shane Browne MD, International Solutions | +353 86 3736792 | shane.browne@hrmrecruit.com

(+353 1) 632 1800 | info@hrmrecruit.com | www.hrmrecruit.com