



ORYX

EXECUTIVE
SEARCH

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- “do you mean headhunting?”

Executive search or ‘headhunting’ is not new; it has been around in one shape or another since the Second World War: It is, however, greatly misunderstood; recruitment agencies have become “search and selection consultants” and terminology has further confused the picture. In truth, the vast majority of companies who purport to be headhunters are little more than register driven job agencies.

Perhaps at this stage a few definitions would be useful. We define search by the following characteristics;

- ◆ A means of identifying potential candidates independent of advertising.
- ◆ Utilising research to find highly specific skills against a given brief.

Using these definitions, Oryx is very much a pure search company. If this sounds somewhat elitist, nothing could be further from the operational style of Oryx. Our organisation was set up to take the pretence and mythology out of search; to take the technique out of the expensive wine bars of The City and make headhunting a cost effective tool in mid-management and technical positions, as well as the traditional arena of the board room.

“How good are your contacts?”

The “old school” approach of the Headhunter’s book of personal contacts is inappropriate for the high selection standards needed in today’s difficult trading conditions. Our approach is meticulous in the extreme; each search is started afresh, with every relevant organisation examined and every possible candidate investigated. Our core skill is finding and using the most up-to-date information. We are limited only by the confines of the market, not by the contacts we have.

“What are your specialisations?”

Unlike other search companies, Oryx does not specialise in any one industry or sector. We have worked across a wide range of businesses on various positions based nationally and internationally. We consider the client’s needs far more important than the salary on offer; consequently, our assignments have spanned the range £50,000 to over £500,000.

Our specialisation is in our methodology, which has enabled us to pioneer the use of search in Innovative areas.

“How do you find the right candidates?”

Oryx has a disciplined, systematic approach to each assignment. Having set the candidate profile, all subsequent events are strictly time-tabled, enabling clients to monitor our progress.

Definition

Working with the client, we quantify and qualify the skills needed for the job and the reasons why these are important. We are able to give advice on availability and remuneration of potential candidates and, at this stage, are able to say whether the opportunity presented is sufficient to attract the quality of applicant needed.

Confirmation

After a specification has been decided upon, we confirm this in an assignment profile. We will be demanding in taking a brief, as only then can we be confident of a successful conclusion.

Research

Utilising our in-house facilities, we investigate the market and the people who potentially are able to do the job. Our research is rarely limited to direct competition, unless the specification demands this. Often, we are able to advise on less obvious areas, where the required people and skills may be “hidden”.

Approach

After satisfying ourselves that a targeted applicant has the skills and contacts needed to do the job, we approach that person directly and in complete confidence.

No information is given over the telephone. Quite simply, an appointment is made to meet at a convenient time and place to discuss an opportunity.

Interview

We establish the absolute suitability of the candidate by thorough screening. Candidates are interviewed prior to any client information being divulged; if they are unsuitable, for any reason, then no information is released to them. Having established that a particular individual fulfils the criteria laid down by the client, it is our role to present the opportunity in an accurate but exciting way. To avoid confusion, the presentation given at this meeting is agreed in advance with the client.

Shortlist

On completion of the interviews, a shortlist of the strongest candidates is presented to the client. Detailed resumes are prepared, with a full debriefing of the initial interviews. Advice on salary, benefits and other factors are passed on to the client in order that they are fully prepared for the interviews.

Client selection

Whilst this normally happens at the client's premises, arrangements can be made to use our own facilities should the position be confidential. At this point we act as intermediaries, obtaining feedback after interviews from both parties, enabling the client to ask additional questions to gauge commitment.

Securing the candidate

After an offer has been made, we are continually in touch with the candidate to avoid any problems concerning length of notice, contract, counter offer etc. This ensures the first selected candidate starts with a client. Naturally, we are thorough in investigating references and comments picked up from others within the industry.

Our commitment does not stop with the start of the successful candidate; we systematically check the progress of all appointments, ensuring recruitment objectives have been exceeded.

A client that uses a search consultancy to purely source people is missing out on a lot of potentially valuable information; Oryx makes it policy to supply information on competitors' staffing structure and salary levels, adding value to the core service.

“Who undertakes the assignment?”

We believe strongly in keeping communication routes as short and efficient as possible; dilution of understanding is the most common cause of failure in recruitment exercises. Consequently, the whole process from initial discussions to placement is handled by one Consultant and one Research Manager. This relationship is not only constant throughout the course of an assignment, but encouraged and nurtured in all future dealings. Ultimately, this not only promotes a better understanding between consultant and client, but also provides a channel for up-to-the-minute market information to be reported.

“How long does it take?”

Time scales vary depending on the complexity of briefing; typically we submit shortlists 4 to 8 weeks after inception of the assignment. In all cases, we provide a rigorously adhered-to timetable.

“How much involvement do we (the client) have?”

Whilst sufficient time needs to be invested in the initial briefing, the amount and nature of contact thereafter is entirely optional. We are equally happy to provide weekly progress reports, as we are to work autonomously until the submission of shortlist.

“What if nobody on the shortlist meets my expectations?”

Objectively, all candidates on a shortlist will meet the specification. In the unlikely case of a subjective mismatch, Oryx will resubmit shortlists until the required result is obtained. 95% of all shortlists are successful at the first attempt.

“Headhunting forces up salaries”

Oryx presents opportunities, we do not sell salaries. First and foremost, we are searching for people who will find the overall proposition attractive and exciting. By ensuring we find compatible aspirations, we reduce any salary increases to anticipated levels.

Our prime interview objective is to build a vivid picture of the candidate; only those who genuinely benefit from moving are shortlisted. There is an unseen advantage of this approach; individuals with deeply considered interest, not moving from job to job for questionable reasons. In simple terms, a better motivated employee.

“What happens if the candidate does not work out?”

A thoroughly researched candidate, qualified by aptitude and experience, greatly reduces the potential of taking on the wrong person. However, to protect against unforeseen incompatibilities, Oryx will undertake to replace any candidate, at no further charge, against an agreed time period.

“I know of headhunters re-approaching their placements”

Placements are “out of bounds”; Oryx guarantees a strict off-limit policy to all clients. This is completely in accord with our policy of restricted specialisation: too much activity in one market makes effective search impossible for any ethical company.

“Where can we best apply search?”

We have conducted assignments in disciplines ranging from sales to general management, from specialist technicians and scientists to financial experts. The common aspect, in all cases, is a desire by the recruiting party to find the best, not merely the best available.

“What makes Oryx different?”

As a service company we stand or fall by our results. Where others lapse into rhetoric, we can point to case studies and examples of our success. These achievements stem not only from our systematic approach, but from the self-evident commitment and enthusiasm that every member of Oryx has to achieving your goals. We are exceptionally good at our job; we also enjoy our role immensely!

“Where do we go from here?”

If our answers to these questions have kindled an interest, we would be pleased to develop the conversation further by meeting you and exploring the common ground between your requirement and our experience. Call us... we believe you will be impressed by our direct, results orientated approach and our solution to your needs.

We look forward to hearing from you...

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