

# Executive Search Cheat Sheet



*How to choose the right talent partner for your senior recruitment projects*

Successful senior hiring is not just about addressing the here and now. Finding the right leader can have a substantial impact on the future of your business, which is why choosing the right talent partner is key.

With these five steps, you will establish a solid foundation for selecting a recruitment partner you can trust.

**1** Know your priorities

**2** Go beyond Google

**3** Ask the right questions

**4** Do your due diligence

**5** Leverage your network

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## 1 Know your priorities

Thinking about your upcoming hire, what matters most to you, your team, and your business? It could be cost, expertise, speed of hire, industry knowledge, cultural fit, or something else.

Whatever the key details are, identifying these first will help you to find an executive recruitment partner who understands those needs and how to prioritise them through the search process.

## 2 Go beyond Google

Searching the internet for “Executive Search agencies” might be your first port of call, but it may not always give you the best results.

Instead, explore publications and news articles for firms that have won awards, achieved growth and success, and received excellent feedback for their executive search capabilities.

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## 3 Ask the right questions

Prepare a list of pertinent questions regarding your potential talent partner's process, industry experience, success metrics, and candidate sourcing strategies. Tailor the questions to the priorities you identified in step one. This will help you gauge their suitability for your project.

Remember to enquire about their T&Cs too, such as rebate periods, payment terms, and hands-off agreements they might have with other clients.

## 4 Do your due diligence

Choosing an executive search firm cannot be based on just one phone conversation. Schedule multiple phone/video calls or in-person meetings with potential agencies to build a full picture of the people who will hold the future of your business in their hands.

Taking the time at this early stage to be rigorous will undoubtedly save you headaches, money, and time in future.

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## 5 Leverage your network

A reference from a trusted industry peer who has worked with the firm you're considering is invaluable, so tap into your professional network for referrals and word-of-mouth recommendations.

And don't forget to consider your existing recruitment partners! Many talent consultancies offer a range of services; the answer to your executive search query could be closer than you think.



### Find your senior hiring partner today

MERJE is a trusted talent consultancy with an excellent track record in c-suite, head of, and leadership hiring.

Our Executive Talent solution reduces timescales and upfront costs without compromising on results. Get in touch today to discuss how we can help your business:

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