



Wallace
Hind

WHERE GREAT EMPLOYERS MEET OUTSTANDING CANDIDATES



About Us

Wallace Hind is a retained recruitment consultancy providing leading services to major organisations and SMEs across the UK and Europe.

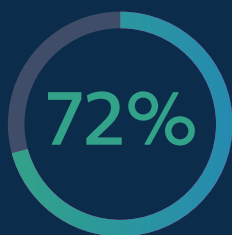
Through our extensive networks, in-depth industry knowledge and innovative recruitment tools we identify the best talent to match both your business culture and specific role requirements.

Over the years we have evolved our process and developed a portfolio of unique recruitment services that our clients trust, believe in and enjoy.

Building relationships is at the heart of everything we do. We are passionate about providing you, our client, with tailored solutions that are designed to fit your specific requirements. We take the time to gain an in-depth understanding of your company's culture and commercial needs, so that we can provide you with the best consultation and routes to market.

We approach every recruitment project with a robust, detailed analysis of the market. We don't rely on old fashioned databases. We execute all projects with a full comprehensive search of the entire market including candidates that aren't actively seeking a new role.

Our approach is structured, rigorous and comprehensive, one that consistently delivers.



72% of our business is repeat or recommended



87% of our business is retained



Where we are retained, we fill 19 out of every 20 jobs

* Since 2008

Our Services

We offer a wide range of recruitment solutions, from traditional recruitment, executive search and talent mapping to bespoke recruitment solutions and fully managed end-to-end recruitment processes (RPO).



Bespoke Recruitment Solutions

We develop bespoke online advertising campaigns which give our clients coverage across every major job board and across multiple locations. This is coupled with a highly-skilled and experienced internal resourcing team that utilise social networking and online databases to make professional approaches to candidates that are otherwise unreachable.



Executive Search and Headhunting

Using the experience and expertise of our consultants and in-house resourcing team we draw on our high-level professional networks and innovative methodologies to pinpoint the perfect candidate for your position. Our unrivalled market knowledge and professional credibility enables us to make discreet approaches to those matching the exact skills and experience you're looking for, whilst taking into account your company culture and long-term needs.



Talent Mapping and Salary Surveys

Our dedicated resource team can deliver extremely targeted and in-depth salary and reward package data as well as competitor analysis and candidate profiling mapped against your specific requirements. Whether you want to understand the remuneration trends within your specific market sector, or gain valuable insight to engage your next generation of talent, we have the tools and expertise available to support your long-term retention rates and utilise your recruitment budget to its full potential.



Flexible RPO Solutions

We can work as an extension to your HR department and manage the entire recruitment process as either a fixed or flexible model. Working in partnership with your organisation we'll provide bespoke recruitment campaigns, employer branding, market intelligence, competitor analysis and candidate approach and engagement. Whether you're a start-up company or established multi-national business we become an extension of your team, delivering smooth recruitment processes, improved quality hires and increased retention rates.



of our business is repeat or recommended and we believe this is down to our personal approach and integrity. We are passionate about the service our clients and candidates receive and strive to make them feel valued and respected at every stage of the recruitment process.

Why Wallace Hind?

When choosing Wallace Hind as your recruitment partner you gain extra benefits you won't find with other agencies.



Premium advertising portal

Allowing us to advertise across **EVERY** major job board and across **MULTIPLE** locations – crucial if you want to reach every possible candidate on the market.



A database agency only has the capacity to advertise at a single location.



Wallace Hind advertise across multiple locations, titles and salary levels which significantly increases the volume and quality of candidates.

We use all of the major UK job boards coupled with their partner sites which reach up to 600 different local and national jobs boards. Our advertising catchment is vast in comparison to any other business in our field.



Our dedicated web manager will place 30-40 adverts on average for your role and ensure they are fully-optimised for SEO to gain the maximum amount of coverage.

Candidate pack

In this candidate-led market, we understand the importance of employer branding and giving a great first impression which is why we build a bespoke candidate pack for every client. For each of these we'll create a candidate brief, tailored competency questions and employer branding presentation which will showcase your business in a professional and engaging way and sell your role to its full potential.



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CANDIDATE PACK

- Company Profile
- Culture
- Products and Markets
- Job Specification
- Competency Questions

In-house resource team

Our resource team is made up of a group of highly-skilled researchers who are constantly searching for the most talented people in the marketplace. Using their extensive network, social media platforms and online databases they make professional approaches to candidates that are often otherwise unreachable and can provide bespoke headhunting and market mapping services.



Headhunting packages

Our headhunting package gives you access to our team of experienced talent identification and research consultants who leverage our industry knowledge and identify the competitor companies where prospective talent may be found. We'll confidentially approach every prospect and provide you with detailed market insight, and a final shortlist of interested candidates who meet the exact parameters of the brief.



Psychometric testing

If required, we use Thomas International to profile prospective candidates and support your interview process to gain insights into behavioural style. Alternatively we can administer your own in-house psychometric profile at no additional cost.



Candidate pre-screening

We'll complete face-to-face or video interviews with every candidate and review results from all advertising searches and competency questions. After assessing their suitability, we will then present you with a fully qualified and prepared shortlist.

Our Process

Our process works because our experienced team of recruitment consultants manage each assignment from start to finish and provide an exceptional service to clients and candidates.

2. Advertising and Research

We'll create an optimised recruitment advert and post on all major and specialist job boards and across multiple locations. Our resource team will utilise our extensive network, social media platforms and online databases and make professional approaches to candidates.

4. Shortlisting and Profiling

We'll complete face to face or video interviews with every candidate and review results from all advertising searches and competency question feedback. After assessing their suitability, we'll then present you with a fully qualified and prepared shortlist.

6. Negotiation/Offer Stage

After selection, we'll manage the complete offer process including notice period and salary, ensuring a smooth progression to start date and joining the company.

1. Meet and Agree Proposal

We meet every client to gain an in-depth understanding of the role and identify any unique challenges and priorities. We'll fully immerse ourselves in the business and agree the best route to market.

3. Candidate Pack & Competency Questions

A bespoke candidate brief is produced, enabling candidates to gain a detailed understanding of the culture of the company and the role. Candidates are also required to complete tailored competency questions to uncover key skills and capabilities (we'll telephone screen all candidates).

5. Client Interviews

Once you have agreed your preferred shortlist, we will organise first stage interviews and provide detailed feedback and recommendations. We'll manage the rejection process and facilitate second interviews and feedback.

7. Post-offer

We'll stay in close contact with you and our candidate prior to start date to ensure a smooth transition with the internal on-boarding team and continued buy-in to the new role.

What Our Clients Say



"I worked with Wallace Hind to recruit a Corporate Sales Manager and I was extremely happy with the professional approach they took in both understanding the brief and the shortlist of candidates they put forward. My new hire is now on board and I am happy to recommend Wallace Hind to anyone else looking to build on their talent base."

Marcus, Regional Sales Director

"We received exceptional candidates for both of our vacancies – the short-listing qualities were excellent."

Sarah, Human Resources Manager

"I have worked in partnership with Wallace Hind on a number of strategically important and equally challenging roles with success on every occasion."

Matthew, Lead HR Analyst

"The Wallace Hind team have demonstrated an excellent understanding of our recruitment needs. The engagement and interaction I have is excellent, they strike a good balance between getting what we the employer require and what the potential candidate is looking for – highly recommended."

David, Head of Channel

"Great professional relationship with a good understanding of our unique challenges and how we work."

Joe, Vice President

"I have dealt with Wallace Hind on a number of staffing searches across the UK and Europe. They are very detail-orientated and really strive to understand the role that is required. They are in constant communication regarding candidates and progress within the search and I would highly recommend them to any company."

Chris, Managing Director



We know that every client is unique, so whether you have a difficult role to fill, limited time or support available to conduct your recruitment activity or an entire team to source within a specific timeframe, our expertise and knowledge, coupled with our experienced and passionate consultants enables us to quickly and efficiently meet your hiring needs.



By choosing Wallace Hind as your recruitment partner you can guarantee a lasting relationship where we dedicate time and expertise to gain an in-depth understanding of your business and your specific needs.

Exclusive recruitment partner to the



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