



MasterSearch

- * New approach to filling specialised roles
- * Built on our unique sector expertise and capabilities
- * Your financial commitment is reduced

www.culpanandhallconsulting.com

Why MasterSearch?

The unique competencies of a business can be represented by just a few key managers with specialist skills and knowledge. They give the organisation continuity, credibility, and the ability to act. And they can be nearly irreplaceable.

The functions may be technical, operational, commercial, or have a less visible support role. But recruiting into them can be very difficult, especially when the specific skills are scarce and in demand from competitors.

Our clients are finding that the usual recruitment approaches fail to bring forward suitable and interested candidates for positions of this type.

So we have developed MasterSearch which:

- Offers an active research-based process suitable for these positions, including an ad campaign when appropriate
- Provides wide visibility of the field of potential candidates, including those not actively looking for a move, and those who would not normally answer an advertisement
- Can look at international populations and also compare internal candidates with those from outside
- Is conducted by a consultant with direct understanding of the business sector and the recruitment need
- Limits your financial commitment as only the research part is charged if it is decided to appoint an internal candidate following presentation of the research

Which Sectors?

C&H Consulting brings special knowledge of:

- IT, Telecoms
- Software and Services
- Business Services, Consultancy

Comparison of MasterSearch and Executive Search

	Executive Search	MasterSearch
Positions targeted	Senior Executive	Mid to senior level specialist positions
Typical salary level	£90,000 or more	£60-90,000
Process	<ul style="list-style-type: none"> • Initial detailed brief • Research • Candidate evaluation • Client Interview & Selection • Negotiation and hiring 	<ul style="list-style-type: none"> • Initial detailed brief • Research and initial candidate evaluation • Decision to proceed • Client Interview & Selection • Negotiation and hiring
Initial Financial Commitment	At the start of the project, with minimum fee of £30,000.	Research stage only. Usually no minimum fee.
Scope	International, with no limit to scope. Can include internal candidates.	Research targets defined specialist populations and can be international. Internal candidates can be reviewed alongside external research.

For more information contact:

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