
Client Capability & Search Partnership Pack

Research-led search for senior, confidential and business-critical appointments.

Professional hair | Beauty | Cosmetics | Personal care

Prepared by Emma Brady, Global Search Director

When the appointment matters

We support business leaders when standard recruitment cannot reach the people the business needs.

Our work is strongest where market access, discretion, cultural judgement and a credible candidate proposition materially affect the result.

The positions that matter

Senior appointments, confidential replacements, restructures, succession, new-market entry, whole teams and critical multi-hires.

Our position

We act as informed eyes and ears in the market, not a CV-sending service. The client receives evidence, context and an honest view of the best available talent.

What exactly do you receive?

01 Bespoke every time

Each assignment is built around the business case, outcomes, culture, geography and level of confidentiality.

02 Dedicated direction

One accountable search lead remains involved through briefing, research, shortlist, offer and onboarding.

03 Commitment to delivery

We accept a mandate when the search can be resourced properly and represented credibly in the market.

04 Agreed timetable

Clear milestones, weekly reporting and fast decisions keep the search and candidate interest on track.

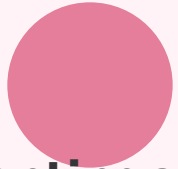
05 Full talent mapping

Research reaches passive professionals, adjacent markets and international talent where the brief requires it.

06 Candidate briefing

The opportunity is presented accurately, including the reasons to move, expectations and honest trade-offs.

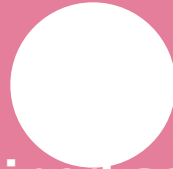
The right route for the hiring risk



Contingent recruitment

Defined, lower-risk requirements where an active candidate pool exists and exclusivity is not essential.

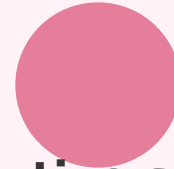
ACTIVE-MARKET ACCESS



Retained search

Important, scarce or confidential appointments requiring committed research, mapping and a managed process.

COMMITTED PROJECT

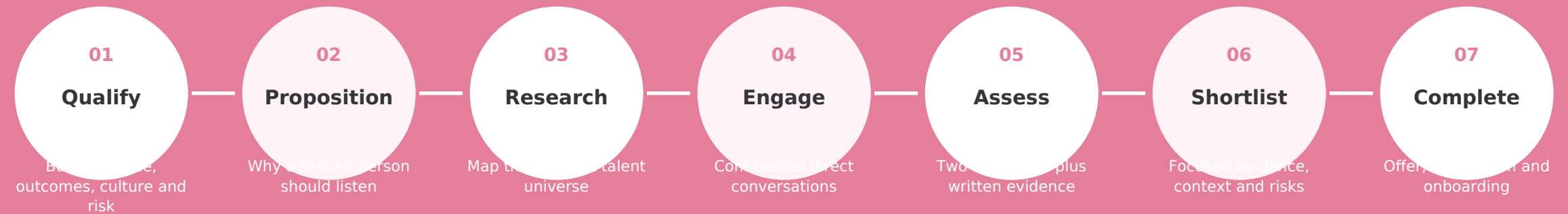


Executive search

Leadership, succession and sensitive replacement work where discretion and direct approach are central.

MARKET-CRITICAL APPOINTMENT

The seven-stage retained search



The visible client process is transparent. Our search strings, source architecture, assessment questions, scoring keys and complete working map remain proprietary.

Assessment before presentation

A polished CV can open a conversation. It is not enough to justify a senior shortlist.

Commercial impact and personal contribution



Leadership judgement and team development



Culture, pace and decision-making fit



Motivation, package, mobility and timing



Gaps, risks and points to test further

Every CV and assessment is reviewed by people. EB Talent does not use AI to score or select candidates.

01

45-minute first assessment

Career evidence, commercial outcomes, leadership scope, motivation and alignment.

02

Written assessment

Progressing candidates provide structured evidence against the priorities of the appointment.

03

Further 45-minute interview

We test the evidence in greater depth before deciding who is strong enough to reach the client.

Timeline of a typical search

Timelines flex for urgency, geography and complexity. The workstreams overlap to protect speed without removing the discovery and assessment that reduce risk.



Weekly updates cover market coverage, engagement, recurring objections, proposition risks, pipeline stage, decisions required and the next timetable.

Control, visibility and honest market feedback

01 Progress

Coverage of priority markets, activity and candidate pipeline by agreed stage.

02 Market response

Why proven people are interested, hesitant or declining to engage.

03 Risk

Package, title, location, scope, reputation or timetable issues emerging.

04 Decisions

Feedback, access or calibration needed from the client to protect momentum.

05 Next actions

The coming week's priorities, interviews, research expansion and deadlines.

06 Confidentiality

Identity is protected until the candidate has agreed to be introduced.

Search results, not recruitment promises

157

relevant professionals identified globally

Global Category Director

6 shortlisted | 1 appointed

Under 7 weeks

from briefing to accepted offer

**International Country
Leader**

96 mapped | 52 assessed

1 month

from briefing to completion

Regional Account Manager

Difficult brief after direct hiring

Case studies are anonymised to protect client and candidate confidentiality while retaining the commercial challenge, search approach and result.

Enough information to build confidence

WHAT THE CLIENT RECEIVES

- Agreed outcomes and candidate proposition
- Search stages, timetable and weekly reporting
- Live market themes and recurring objections
- Evidence-led shortlist and honest risks
- Interview, offer and onboarding support

WHAT EB TALENT PROTECTS

- Search strings, sources and contact routes
- Complete working talent map
- Assessment questions and scoring keys
- Candidate identities before permission
- Proprietary research and benchmarking tools

This balance gives clients transparency and confidence without publishing the methodology that creates the advantage.

Specialist market knowledge. Professional search discipline.

Founded in 2008, EB Talent Specialists supports manufacturers, distributors, professional brands and founder-led businesses across professional hair, beauty, cosmetics and personal care.

The team combines trained executive-search and assessment methodology with first-hand industry knowledge and long-standing relationships. That combination allows us to challenge the brief, understand how an opportunity will land and speak credibly with senior professionals who are not actively applying.

18+ years

Specialist senior hiring and search experience across the international professional beauty market.

Beyond the active market

Direct access to proven leaders who are delivering elsewhere and may never respond to an advert.

“Every candidate is a future client. Every conversation represents your brand and ours.”

Industry experience you can recognise

Davines	Wella	KAO	L'Oréal
Revlon Professional	Additional Lengths	Great Lengths	TIGI
Henkel	Framar	Xpert Professional	Laceys Hair & Beauty
ghd	Remi Cachet	Capital Hair & Beauty	Aston & Fincher
Aura300	Balmain	Joy Limited	Maria Nila
Beauty by Imagination			

“Emma takes the time to understand our business, culture and the people we need. Her communication, professionalism and attention to detail are excellent.”

CLIENT RECOMMENDATION



Let's discuss your next senior appointment.

Whether the brief is live, confidential or still being shaped, an early conversation can clarify the talent available, likely remuneration and the strongest route to market.

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