
What Happens When You Work With Us

A transparent view of the client journey, deliverables and shared responsibilities.

Professional hair | Beauty | Cosmetics | Personal care

Before search begins

Define the business case, outcomes, scope, culture, package, confidentiality and why a proven person should move.

01

Signed-off outcome brief

02

Candidate proposition

03

Communication rhythm

04

Target timetable

The detailed research architecture, contact routes, assessment questions, scoring keys and complete working map remain proprietary.

Weeks 1-2: research and calibration

Build and prioritise the talent universe, approach selected passive professionals and test how the proposition lands.

01

Market coverage

02

Early response themes

03

Package and title calibration

04

Risk escalation

The detailed research architecture, contact routes, assessment questions, scoring keys and complete working map remain proprietary.

Weeks 2-5: engagement and assessment

Progressing candidates complete structured conversations, written evidence and a further interview before recommendation.

01

45-minute first assessment

02

Written assessment

03

Further 45-minute interview

04

Permission before introduction

The detailed research architecture, contact routes, assessment questions, scoring keys and complete working map remain proprietary.

Weeks 4-7: shortlist and selection

Present a focused shortlist, coordinate interviews, maintain pace and compare evidence consistently.

01

Evidence-led profiles

02

Interview preparation

03

Feedback and benchmark support

04

Offer and onboarding

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