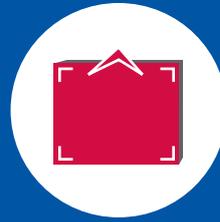




Database Search



Advertised Search



Executive Search



GOOD PEOPLE



A recruitment consultancy that can offer you all the search skills you'll ever need. **Good idea.**

Take a look around. You don't have just one software application on your computer. You don't have just one pen in your pen pot. So why do some companies use the same recruitment method for each and every vacancy?

Each search technique offers its own unique advantages and serves a different function in the recruiter's tool kit. Choosing the right method for the right position can save you time and money as well as help you find the perfect candidate sooner.



Database Search

Entry-level vacancies might call for a detailed sweep of our Active Jobseekers Database searching for key competencies and qualifications.



Advertised Search

If you're recruiting for a specialist role or a whole new team we might pursue an Advertised Search strategy in key media on your behalf.



Executive Search

Rare senior vacancies require an intelligently, sensitively and personally conducted Executive Search. Headhunting at its best.

We can use our search skills singly or in combination to find you any candidate for any position in Marketing, Finance or Human Resources throughout the UK and Europe.





- Where your vacancy has clearly definable qualifications, competencies and experience our matching and screening skills are unsurpassable.
- Great for entry-level and pre-management positions.

A recruitment consultancy that takes the hard work out of CVs. **Good news.**

Would you let a computer choose your candidates?

Neither would we. So although we call it Database Search, the real work starts when the long list is printed and the computer is off.

That's when we go through hundreds of CVs with a fine-tooth comb, filtering them against your most important non-technical criteria.

That's when we call dozens of relevant candidates, expertly screening for key interpersonal qualities and career motivations. We elicit candidates' key concerns and uncover any showstoppers early on.

That's when we prepare a top quality shortlist of the best few candidates with commentary on their strengths and weaknesses to help you choose.

Give us 5 days and we'll give you hours and weeks

We know that filling a vacancy can be urgent. But the quality of your shortlist is key to the success and efficiency of your recruitment process.

Give us 5 days and we'll save you hours of trawling through reams of irrelevant CVs. We'll save you weeks of wasted interviews with inappropriate candidates. Give us 5 days and we'll give you a shortlist you can just run with.



"5 working days and 5 CVs. All of which I gave to my HR Director for interview."

"We always end up interviewing everyone on the Good People shortlists. Their matching is spot on."

"Good People only put forward fully briefed candidates who want to be put forward to us. It saves a lot of time further down the road."



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Advertised Search



- Experience tells us when all the databases in the world just aren't going to unearth the perfect candidate for your role.
- But unlike some agencies, we have something else to offer you.

A recruitment consultancy that creates candidates for you. **Good choice.**

Create a new cache of candidates you would otherwise miss

It's the only way to get great candidates onto your radar screen from the thousands of job-seekers who never appear in recruitment databases.

Good People write and design ads that target those unseen, unregistered candidates quietly job-watching in the media and national press.

Advertised Search affords you the luxury of space

For multi-hiring programmes or for highly specialist roles you are free to describe vacancies fully, allowing candidates to self-select, saving you time later on.

Why run half a dozen database sweeps when we can simply place a single advertisement that will give you a spot-on shortlist in a few weeks?

Advertised Search bolsters your brand

There's a great deal of prestige to be enjoyed by placing well-written, well-designed job advertisements in the right media. You get your name out there. You appear alongside the other movers and shakers. You seem alive, proactive and evolving.

Who'd have thought a simple vacancy could offer such a great PR opportunity?



"We had a candidate who said he wasn't even looking to change jobs until he came across our ad in Marketing Week."

"There's no way we could have negotiated the same rates with the media."

"They told me a Database Search would not be the right approach for my Brand Management vacancies and they recommended an Advertised Search. Two weeks and four agencies later, I ended up going back to Good People"



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- For positions that demand hard-to-find talent and experience from within your own industry or other sectors.
- We headhunt the best candidates in Europe and engage them in discreet dialogue on your behalf.

A recruitment consultancy to represent you at the highest level. **Good to know.**

When you're searching for an expert, enlist an expert

Only an industry expert can take your wish-list and transform it into an accurate, creative and exhaustive desk research brief. That's why all our consultants are specialists in either Marketing, Finance or Human Resources.

Only an experienced counterpart has the credibility to approach executives at the highest level and sound them out discreetly but directly. Our Executive Search consultants have successfully completed numerous assignments at all levels across Europe.

We help you select with confidence

Our rigorous 8-week research and screening process will result in a highly distilled final dossier. You will get a thorough picture of candidates before you even meet them.

After that, it's all down to chemistry.

And speaking of science, we can complement all our searches with Psychometrics and Personality Profiling to give you yet another angle on candidates' suitability.

Expect special treatment

We'll treat your executive level vacancies with the priority they deserve. We know that top-level vacancies generate top-level interest, so we promise to provide regular progress reports to keep you and your Board fully informed.



"The Consultant responded to all my calls within the hour. They kept me well-informed throughout the search so I could keep my Directors up-to-date with progress."

"Good People have worked on all our Marketing vacancies and know our business back to front. So when it came to headhunting a new Director, it was just one call."

"There was no game-playing from Good People when they headhunted me. It was just a frank and open discussion about opportunities."



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These Terms and Conditions of Business are between Good People and its Clients. By interviewing or engaging a candidate introduced by Good People, the Client is agreeing to abide by these Terms and Conditions. This includes any kind of candidate engagement, whether directly, under a contract of services or via any agency, licensee, client subsidiary, holding company, franchise or partnership.

Good People require written confirmation of business from the Client, with an order number where appropriate. The Client agrees to notify Good People when making an applicant an offer of employment or coming to any other commercial arrangements.

These Terms and Condition of Business supersede any previously agreed Terms and Conditions of Business. Good People will not send Terms and Conditions of Business on each occasion a candidate is introduced. No variation can be made to these Terms and Condition of Business without written consent of the Managing Partners of Good People. These Terms and Conditions of Business are governed by UK and English Law and are subject to the exclusive jurisdiction of the UK and English courts.

Introductions

'Introduction' is defined as any form of contact brought about by Good People either directly or indirectly through any third party, between any applicant sourced by Good People and any Client. This applies whether or not the Client knew of such applicant previously. Any previous introduction from another consultancy will be disregarded for the purpose of these terms should the candidate expressly wish to proceed with the application through Good People. If an existing employee of the Client is appointed these Terms and Conditions of Business will apply. If any additional candidates are recruited a fee is payable. Terms to be agreed in advance.

Introductions are confidential. The passing of an introduction to another employer, person, firm or company which results in an engagement of the application within 12 months renders the original Client liable to payment, or if hired up to 12 months by the Client.

Replacement guarantee

If an engagement is lawfully terminated for any reason other than redundancy, within 3 months of the start date and all invoices have been paid by the due date, we will continue to source you a satisfactory replacement. Or if a candidate has accepted an offer, but does not actually start, we will find you a replacement.

Cancellation

Good People realise that there may be unforeseen circumstances that can change or even cancel an assignment. Should you wish to cancel an assignment pre-shortlist, there will be a charge equivalent to the next fee stage due. If you cancel post-shortlist, a charge equivalent to 50% of the anticipated/agreed final fee stage is applicable.

Liability

Good People will take all necessary action to ensure that qualifications and references for shortlist candidates are checked. While Good People will make every effort to introduce satisfactory applicants to the Client, it is the ultimate responsibility of Clients to verify suitability, check references, arrange medical examinations, obtain any necessary work or other permits and to satisfy any other requirements or qualifications made by law – prior to engagement of the applicant. Good People shall not be liable for any loss, damage or expense in any way connected with its recruitment service.

Three searches. Three fees.

Our fees are based on a couple of refreshingly simple – and astoundingly obvious – factors: how much work we do and how hard that work is. Since each of our Search services requires a different degree of Consultant involvement, experience and expertise, each carries a different fee:

Database Search – 20% of your chosen candidate's first year's remuneration, payable when they accept the role. That's it.*

Advertised Search – 25% of your chosen candidate's first year's remuneration. Payable in three equal instalments: at brief, at shortlist and at signed offer.*

Executive Search – 33% of your chosen candidate's first year's remuneration. Again you pay three equal instalments at brief, at shortlist and at signed offer.*

* Actually there's no small print. No catch. No slippery sliding scale of diminishing percentages. No equation so complex you need a spreadsheet to keep track of it.

A recruitment consultancy with transparent fees.
Good news

Fees

All fees are expressed as a percentage of the first year's gross remuneration package/projected earnings that have incentivised the Applicant to join the Client (whether or not guaranteed) including all bonuses, overseas premiums, living/accommodation allowances etc.

The provision of a car is valued at £5,000.00 additional remuneration unless stated otherwise.

For interim or contract positions lasting less than 6 months, remuneration is calculated on a pro-rata basis.

VAT is payable on our fees and charged at the prevailing rate.

Expenses

The Client is responsible for the payment of all advertising and ancillary costs which have been agreed by the Client and Good People in writing.

All other expenses incurred by a Good People Consultant will be passed on the Client, unless we have agreed to include them in your fee. Any other costs not noted in the original proposal may be added – but this will be discussed and agreed with the Client in advance. Any expense items over £300 will be agreed specifically in advance.

Billing Schedule

Database Search – this fee is payable on successful completion of the assignment and on acceptance of the role by the successful candidate.

Advertised Search and Executive Search – this fee is payable in three stages as outlined below.

Stage 1 – upon commencement of an assignment (non-refundable).

Stage 2 – upon acceptance of a shortlist (non-refundable)

Stage 3 – upon written acceptance of an offer (non-refundable though we offer a 3-month replacement guarantee)

Invoices

Payments are due within 14 days of the date of any invoice presented. Should any invoice remain unpaid for more than 21 days from the date of invoice, any refund which otherwise would have become due is void and full payment will be due by the Client. In addition, we will charge interest at a rate of 5% of the total unpaid amount due and a further invoice for this amount will be submitted to the Client which itself must be paid within 14 days of the invoice.



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Commitment in a crisis - not cashback

When you've spent weeks going through CVs, interviews, negotiations, contracts, introductions and inductions, it's a disaster when you – or they – decide it's not going to work out after all. Your shiny new candidate leaves a shiny new gap in your workforce.

The last thing you need at this point is a feeble refund from a sheepish recruitment consultant to take you back to square one. In the rare circumstance that a candidate we placed leaves within 3 months we promise to go and get you a replacement at no additional charge.



A recruitment consultancy you can trust. **Good job.**



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