

Executive Search for Digital Leaders



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Opilio Executive

We are a boutique executive search specialist in the digital sector, assisting our clients with interim management and permanent senior level appointments. We have deep and wide personal networks and connections and have invested our careers focusing on assisting organisations identify, attract and hire the most qualified individuals. We support our clients to build world class management teams.

Our Services

Opilio Executive offers customised, integrated, research-based executive search and leadership services, within the digital sector. We search, engage and select qualified individuals to match your executive and management needs.

Based in London, we are a professional team with the experience and judgement to assist with the senior leadership needs of your organisation. We understand the dynamic, rapidly changing digital environment and we have earned a reputation for searching out superior executive talent for our clients.

Our team bring a wealth of personal experience gained through client search engagements and previous business operational experience at board level, from within the digital sector.

Furthermore, our value-added services include market benchmarking, leadership assessment and competitive analysis. Our work is founded on a comprehensive and disciplined approach that ensures attracting suitable individuals. We take the time to understand the key strategic issues and we search for exceptional leaders that are aligned with the values and culture of your organisation. We know that we can offer something different, our industry experience, professionalism, integrity all enable us to gain credibility with our clients.



Our Mission

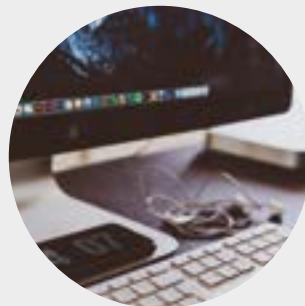
We want to be the *first call*
for all of our *clients and*
candidates because they
trust us and know
that *we deliver.*

Our Approach

Retained and exclusive search is the most effective recruitment strategy. We believe that our wide range of personal contacts and detailed knowledge within digital will ensure a successful campaign being delivered to you.

We have fulfilled over 89% of our search assignments, with the industry standard being 63%. We are involved throughout the hiring process, conducting detailed interviews and only presenting candidates to you, when we are confident that they could be seamlessly embedded into your organisation's culture.

We operate on an exclusive, client-centred basis and work on a limited number of assignments at any time. We are engaged in all aspects of the process from defining the search, securing candidates with diverse backgrounds, who may not be actively seeking a new position, through to candidate integration.



Our Methodology

We will be involved throughout the hiring process, conducting detailed interviews and presenting candidates to you when we feel that the shortlist will fit into the culture of your company. We will operate with the highest level of professionalism and confidentiality.

Preparation and Planning

We begin by understanding your business strategy around the hire and unique challenges around the role. We work with our clients on compiling the skills, knowledge and experience required, offering insights and a different perspective. We are not afraid to challenge assumptions and present alternative solutions.

We are then able to develop a tailored role and candidate specification, highlighting the key competencies required as well as the culture and values of your organisation. This stage is vital to ensure candidates can ascertain why this would be the right move in their career.

Selection Strategy

Our strength lies in our personal network and contacts, which has been developed and nurtured over two decades. Furthermore, we conduct targeted research into companies to find those with relevant skill-sets and qualifications. At this stage, it is vital that the market is targeted appropriately to ensure the highlighted audience has been reached.

We develop a long list of individuals best qualified for the role. We are in a privileged position to be able to tap into our network, to get references and to qualify the inclusion of individuals in our long list.



Evaluate Individuals

The table below highlights the key steps:

Step 1

Shortlist Individuals

Identify those individuals with the potential to perform in the role based on relevant breadth and depth of experience, record of achievements and credentials.

Step 2

Capability Assessment

Identify those individuals with the right approach to succeed in the role and with potential for future leadership challenges.

Step 3

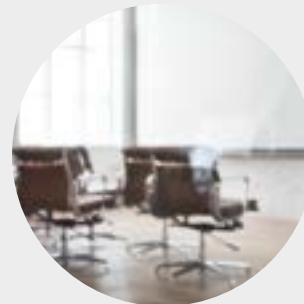
Interview

Conduct rigorous competency-based interview based on proven skills, knowledge, abilities and aptitude.

Step 4

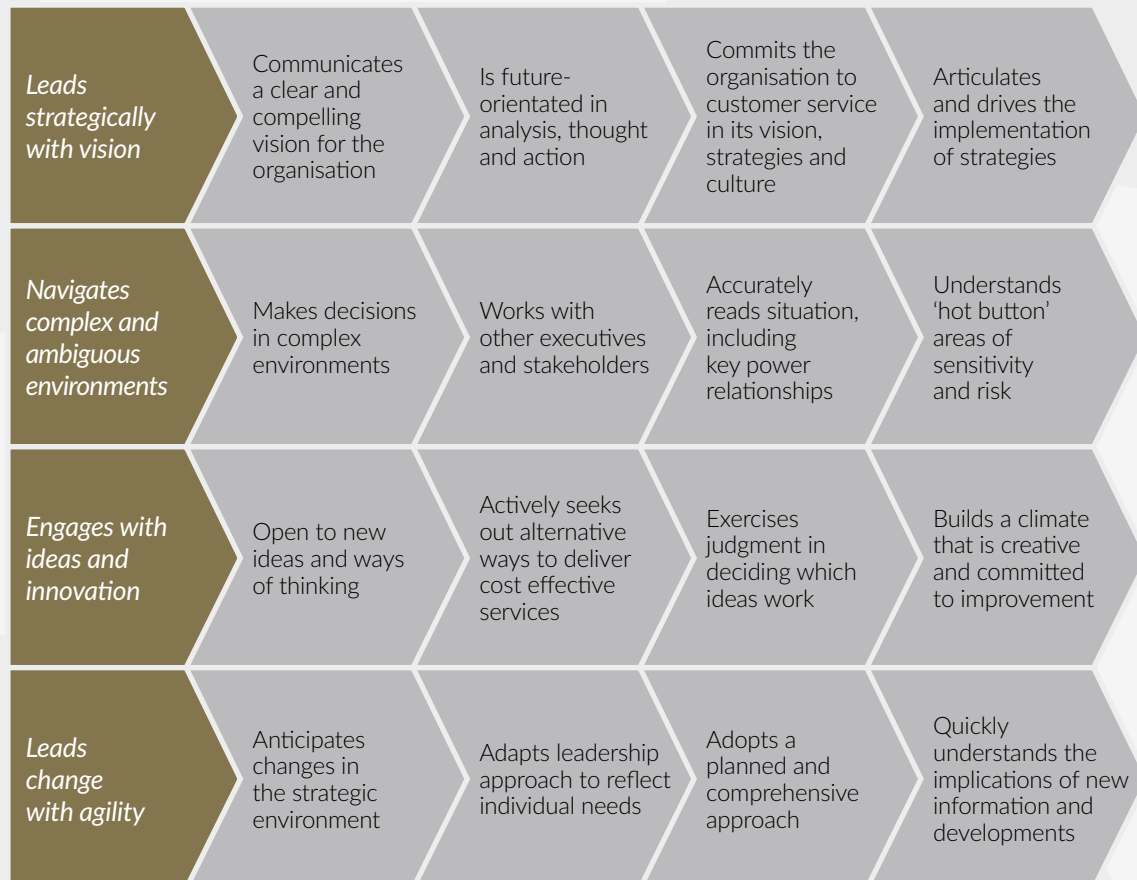
Insights Personality Profiling

Allows us to more accurately predict the styles and behaviours of the individual. Therefore, our placements are more likely to succeed in the role.



Competency Assessment

Everyone in the shortlist will be screened against the following competency assessments:



Presentation

We will present a detailed candidate report which summarises the individual's education, career history and record of achievements. We also include a detailed appraisal of the individual's strengths and weaknesses reported by the Insights Personality Profiling System.

The Insights System is built around the model of personality and preferences which offers a framework for self-understanding and development. Looking at both strengths and weaknesses enabling individuals to better respond to the demands of their environment and assist in developing effective strategies.

The report includes compensation requirements to secure the candidate.

The Opilio Executive Difference

As a niche leader in digital executive recruitment, we have conducted multiple searches across this sector. Our seasoned professionals know how to enhance the process and what to avoid. We rely on insights and analysis coupled with a common sense approach of knowing we are in the people business. Organisations count on us to deliver, we seek and secure the best candidates because we know it is the most powerful business decision your organisation will make.

Executive Feedback and Coaching

Trust is paramount and we consider the quality of our individuals with the utmost seriousness. We understand that management and executive hiring requires an investment of both time and money, therefore we utilise our trusted network and connections to thoroughly vet the preferred candidate. We assist in negotiations with compensation / package.

We communicate regularly with both parties and keep things on track. We will conduct a client and candidate satisfaction survey. We believe it does not stop there so we periodically follow up with you and the preferred candidate, checking on the placement fit with you and your organisation's culture.





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