

CONSISTENTLY DELIVERING  
HIGH POTENTIAL  
HR TALENT

PARKWELL HUMAN RESOURCES

Search & Selection | Interim Management Professionals

[www.parkwellhr.co.uk](http://www.parkwellhr.co.uk)

# Who We Are

Parkwell Human Resources specialises in the delivery of middle to top tier HR professionals to organisations across the UK and Europe. Our unique service offering is based on two key formats. The first is the traditional model based on one HR professional at a time as is common in the industry.

Our second format is to recruit entire HR project teams to focus on a client specific issue. Given the growing complexity of our customers businesses and talent requirements we have been prompted to respond by developing sophisticated talent solutions designed to deliver cost effective results with speed, agility and accuracy.

As part of a leading management consultancy group, we are able to harness a wide range of corporate and big 4 experience. This allows us to offer our clients a range of additional services through our Group specialisms.

These include:

- Management Consultancy
- HR System Selections
- Salary Surveys
- Project Management, Leadership and Communications Skills training

Our business model gives you the flexibility to choose from a range of service options that are expertly tailored to consistently deliver cost effective and successful conclusions to your HR Recruitment requirements.

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# A welcome from our HR Practice Principal

Hello, and a very warm welcome to Parkwell Human Resources (HR). I would like to take this opportunity to introduce you to our company, our expertise and our ethics. Over the last few years the search for great HR talent has never been more challenging or demanding. Given a healthier economy, a greater focus on technology and the growth of social media the search for top talent continues to intensify. Nevertheless, I am pleased to say that exceeding clients expectations through the delivery of creative permanent and interim HR talent solutions is what we do best.

**Our approach is simple:** First we develop collaborative communications with our clients by listening and learning about their unique business goals and challenges. Having gained a deep understanding of their requirements and establishing “what success looks like,” we go on to develop a cost efficient recruitment strategy in line with their budget and requirements. Our singular goal is to ensure the delivery of the best talent in order to advance our client’s interests and profitability.

## Why select Parkwell Human Resources as a preferred recruitment partner

- *Instead of trying to be all things to all people, we know exactly who we are and whom we serve – The HR Community across a wide range of industry sectors*
- *Relationships are important to us. Our specialist HR consultants partner with their clients ensuring direct, one-to-one access. This fosters fruitful collaboration, excellent client service and strong personal relationships.*
- *Clients appreciate our sound, practical advice and perspective. They've come to value our 360-degree view of their needs and goals. We help them understand how change in one area can impact another and weigh their options to achieve their goals.*
- *We have been based in London City for around 25 years. Clients find this reassuring, knowing that we are partners for the long haul.*
- *In a highly results and value driven marketplace we appreciate each opportunity our clients give us. In response to this we reciprocate by aiming to deliver the best HR talent either on or off the market.*

Looking toward the future, the recruitment industry and our firm will continue to evolve, but one aspect will never change - it’s not about us, it’s about you! Every consultant at Parkwell HR is committed to delivering talented HR professionals with the skills and abilities to build and develop your functional and corporate capability. Tell us your goals and we’ll help maximise your opportunities. Tell us your challenges and we’ll help you see ways past them. If this sounds like the sort of firm that you want to work with, I would be delighted to hear from you.

Left:  
Simon Childs  
HR Practice Principal



# A 21<sup>st</sup> Century Approach to HR Search Selection & Development

As strategic partners and advisers to the business, HR professionals provide their organisations with a sustainable competitive advantage on a wide range of corporate issues. Consequently, we recognise the importance of **recruiting the full spectrum of permanent and interim HR professionals and specialists** to fit your organisational requirements. Through our core

In-house expertise and in-depth understanding of the trends and challenges that continue to shape the sector, we aim to deliver top performing Permanent and Interim HR talent through three tiered methodologies each designed to suit your budget and requirements.

- **Executive Search**
- **Advertised Selection**
- **Contingency Recruitment**

We believe that the 21st Century method for selecting the right people is to look forward and predict performance and compatibility to your organisations culture and values. If you only look backwards at the history of a candidate (as in most traditional screening processes relying on a CV, reference or recommendation) you only get 'The past' which is often unreliable.

On our senior assignments we work closely with our Psychometric Testing partners at the Judgement Index who offer one of the most scientific, logical and totally unique assessment instruments available today.

As opposed to a personality driven psychometric test, the Judgement Index subtly measures the values and capacity for good judgement of an individual or team. The data provides information that is directly mapped against a role and the qualities of best performers. The results will predict performance, job fit, culture compatibility and risk!

**Judgement Index – .**

***Quality Outcomes = (Competent Process + Skill + Knowledge) x Judgement***

# EXECUTIVE SEARCH & ASSESSMENT

Picture this:

You're looking to make a critical senior hire, the stakes are high with a demanding shareholder board. Finding the right person is absolutely key as they will be integral to the future success of your company so failure is not an option!

The basic salary on offer is in excess of £120k. You need a candidate who meets all requirements in terms of their experience and fit for both the position and the organisation. You require a thorough search and a rigorous and detailed selection / profiling process where you are kept up to speed every step of the way.

# High value hires

The Executive Search Process is both an art and a science as opposed to a formulaic process. It's all about chemistry, matchmaking, assessment and selection. Our aim is to form truly collaborative partnerships with our clients in order to deliver exceptional results. As a business built on relationships and repeat business, assisting your companies' future success is of paramount importance us.

Parkwell HR operates a transparent search policy, which reflects the true values of the company: discretion, honesty, integrity and diversity in all aspects of our work. We utilise the skills of highly qualified researchers with extensive experience in the Human Resources market.

A dedicated researcher is assigned to each new project, supported by the consultant or partner who is managing the assignment. We aim to compile a shortlist of three to five candidates who fit the brief and who are interested in the role within four to six weeks of an assignment.

From Senior HR management to board level, we apply cutting edge search techniques to deliver the most relevant shortlisted candidates. We pride ourselves on a 95%-98% success rate on retained assignments.

This is achieved through the combination of competency based Interviewing, 360°degree referencing and decision based psychometric evaluation. No-one strives harder to understand and translate your business requirements into highly relevant candidate shortlists.



# Advertised Selection

## Imagine for a moment

You need to make single or multiple critical HR hires into a newly created division within your organisation. You may or may not wish to alert the market to your new initiative. Your target pool of HR talent is wide in terms of geography and rather than just considering candidates from your own industry sector you may also wish to attract talented HR professionals with transferable skills from a wider market.

Either way you need to demonstrate that you have diligently resourced and selected a strong shortlist of candidates from the widest pool of both active and passive HR Talent on the market.

Time is of the essence as a launch date is rapidly approaching. The success of the initiative is too important to risk it not succeeding.

# Broadest Coverage

We believe the most successful way to approach your target market is by advertised selection. This requires the careful construction and placement of expertly crafted adverts in order to attract the widest range of suitably qualified and experienced active and passive candidates.

Through the selective utilisation of both traditional and social media, we deliver innovative advertising solutions using the national press, trade publications, internet job portals and social media campaigns

Our consultants have a proven experience in utilising advertising campaigns to deliver both individual candidates and complete teams. We actively evaluate the benefits of utilising your brand or our own to target specific candidate markets. We encourage our clients to use branded advertisements with powerful copy as these can promote positive growth and act as an invaluable marketing tool to raise awareness of opportunities within their business.

However, in situations where an appointment is of a sensitive or confidential nature, we demonstrate expertise and experience in writing 'blind' advertisements; this ensures a high level of response whilst keeping our client's identity concealed from the public eye.



# Interim HR Professionals

## Six Keys to Successful Interim Engagements

1. **Start with the end in mind:** From the outset of a project it is important to carefully scope your requirements and have a clear picture of the type of interim resource in terms of skills, experience and track record to deliver your desired outcomes.
2. **Hire the Best Resource:** Although time is often of the essence, it is critical to run a robust hiring process ensuring due diligence prior to on boarding . Interim HR professionals often play a significant role in the business and Hiring mistakes can prove costly and result in a major setback
3. **Keep your Existing Teams up to Speed:** Where possible share your plans to engage an interim resource with your existing team prior to their on boarding. This approach can often facilitate co-operation and support that leads to successful project outcomes.
4. **Set Clear Objectives & Reporting Lines:** At the outset of an assignment, it is important to clearly set out and discuss the scope, desired outcomes and terms of reference for the engagement. Interims are usually good at hitting the ground running, but it is important to ensure that reporting lines and goals are established ideally with a senior stakeholder. This will help to ensure successful delivery on time and too budget.
5. **Manage a Successful Exit Strategy:** It is of great importance to ensure that Interim professionals work towards a defined exit strategy, leaving a well documented legacy that your team can go on to build upon or learn from.
6. **Conduct a post Engagement Review:** At the end of an interim engagement it is worth conducting a post engagement review focused on project outcomes. Identifying what went well during the engagement and Identifying areas of future improvement is a key way to improve project success.

# Flexible expertise when you need it

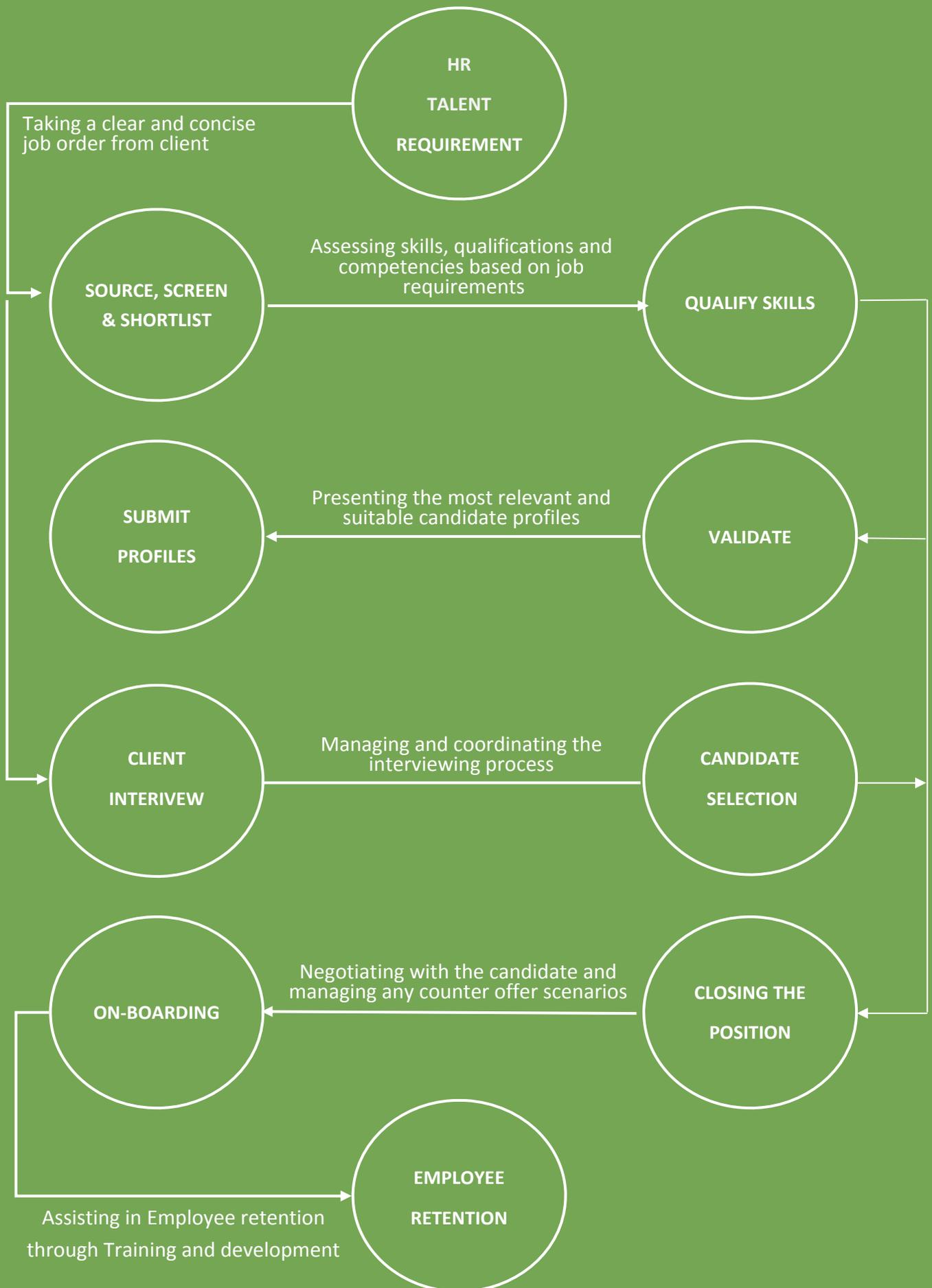
Our Interim Management Team delivers high calibre middle to senior level Human Resources interims for short or long-term assignments. We cover the full spectrum of HR disciplines, from business-focused generalists to highly qualified consultants, ER / IR and HR BPO specialists for a range of strategic projects. We offer quality interim support when and where you need it.

Interim HR professionals are typically sought to cover periods of absence, assist with projects, backfill posts that are temporarily vacant, or to provide specialist expertise at times of change or crisis. In addition to our permanent search and selection services, we also specialise in the delivery of interim HR professionals across the full spectrum HR disciplines. We believe that by leveraging our extensive network of HR Interims that we are able to deliver (often at very short notice) some of the best HR professionals and specialists on the market .

All of our Interim HR professionals are thoroughly interviewed, assessed, referenced and briefed prior to undertaking an assignment so that they can 'hit the ground running' whilst allowing you to confidently bridge your short to middle-term skills gaps and shortages.



# Contingent Recruitment



# No Win No fee

Not every HR assignment requires 'retention' and clients using our contingent methodology are guaranteed a low-risk, fast-paced placement process. On average our contingent recruitment cycle is between 2-4 weeks from initial consultation to offer acceptance. We always assign a vertically aligned consultant who will remain as your single point of contact throughout the assignment.

When engaged on a contingent basis, our fees are payable upon the successful placement of a candidate into a vacancy. This method of engagement serves to minimise your financial risk in the case that a suitable candidate not be found.

In order to ensure the speed and efficiency of delivery, we assign our clients a vertically-aligned HR recruitment professional who will remain a single point of contact throughout an engagement. In order to generate a shortlist of quality candidate CVs quickly, your assigned consultant will conduct a combination of database search, networking (within our active and passive candidate pools) and extensive online advertising. For all methodologies, we work extremely closely with all stakeholders throughout the engagement, from our initial meetings, through to offer-negotiation, resignation and any potential 'counter offer' scenarios.

With no fees payable until the candidate starts in your business and an agreed rebate period, this is a popular, flexible and highly effective method of recruitment.

# Parkwell Adding Value Through Partnership

In addition to Recruitment, Parkwell Management Consultants offers a range of services including **Management Consultancy, Training and Performance Benchmarking**. Our mission is to work in partnership with clients to help improve their businesses, gain efficiencies and enhance profitability. Our people are qualified, experienced and creative professionals.

We believe that the results we achieve are driven by the insight of our staff coupled with our robust methods. We understand that **our clients are interested in measurable benefits**; whether it's running a finance transformation project, a training programme or seeking a new critical hire for a client, we always remember that successful delivery is what makes our clients come back for more.

Right:  
Mark Wheatley  
Director



# Contact us

Parkwell Human Resources is conveniently located on Laurence Pountney Hill, a short walk from Cannon Street, Bank or Monument stations in the heart of London City.



For further information please contact Simon Childs

HR Practice Principal

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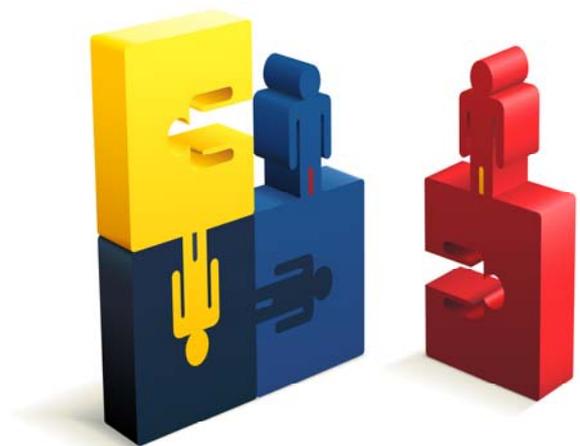
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