

TAYLOR OSBORNE

Executive Research

OUR SERVICES

We offer a wide range of flexible services and are adaptable to meet your specific needs and requirements. Our services include:

Specific Hiring Assignments: We work with you to identify, approach and find interested candidates for a particular role.

Competitor and Talent Mapping: We work with you to identify top talent and high potential within your target market as well as mapping a specific team and division in a number of your key competitors.

Market Intelligence: We provide competitor, market and industry information.

Management Referencing: We provide referencing for candidates found through our own research or for those who you have sourced through a third party.

Building Talent Pipelines: We can combine a number of the above services or we can design a tailor made service to help you proactively build bench talent and your pipelines.

PROCESS, FEES AND TIME TO HIRE

Research Process:

During a research project Taylor Osborne typically completes five stages of research. Each stage can be undertaken independently or in conjunction with another depending on the Client or the project's requirements. These include:

1. **Identification of Contacts** - We gather market intelligence, company structures and contact details through desk research and cold telephone discussions.
2. **Expansion of Biographical Information and Sourcing** - We draw on our wide network of sources and contacts to expand biographical detail of identified contacts and gather recommendations and further insight from key opinion leaders in the marketplace.
3. **Approaching Prospective Candidates** - We discreetly approach candidates to promote your opportunity and help to facilitate an introduction to your business.
4. **Screening Candidates** - If a candidate is interested we will accurately detail their skills and aspirations through appropriate questioning.
5. **Management of the Resourcing Process** - We work with the Client's team to help manage scheduling, interview process and referencing.

Fees and Pragmatic Pricing:

Pragmatic pricing is important for our Clients. At Taylor Osborne we offer value for money without compromising the quality of our service and the information that we provide. We charge by the day and our Clients are not committed to a definitive number of days and only pay for those days worked. Our fee structure means finding talent is at the heart of our working ethos.

Time to Hire:

The average project start time from the initial brief is 5-7 working days.

On instruction to commence a research project we would meet face to face or alternatively via conference call with our Client's representatives to agree the required tasks and research strategy. At this time we would ask our Client to outline the project details, what target companies they are interested in and their end goals.

We would then prepare a research proposal to outline these agreed tasks, resource commitments, costs and our proposed research strategy. This proposal aims to ensure that the Client and our team are working to achieve the same end goals. We would require the Client to approve this proposal before commencing the research project.

CONTACT DETAILS:

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