

# Executive Search & Recruitment

Your organisation. Improved.





# Executive search

## We (generally) don't like recruiters either.

As a candidate or a client, we've been there too. A shortlist of potentials that are nowhere near the mark, an interview process that didn't discover what we needed to know, never hearing back about that time consuming application ... a sales pitch that didn't quite live up to the promise.

In a world where potential recruits are increasingly mobile and decreasingly wedded to a single way to earn money; where operating environments and enterprise strategies are constantly shifting, changes in structure and good old fashioned turnover keep the pressure on employers to stay sharp with recruitment.

### **Today's CEOs and Executives ask us:**

- Why is it so hard to find the right people?
- How do I use this recruitment opportunity to address some of the ongoing challenges we're having in the leadership team?
- What do next generation Chiefs of HR, Organisational Development, ICT, Digital, Customer Experience and Governance look like, and where will I find them?

## Sometimes you don't know what you don't know.

To be fair, most recruiters work with the brief they're given – when a client says they want to replace their latest departure – that's exactly what they'll aim to do. The challenge lies in the fact that most organisations don't have the resources or expertise to ask the important pre-cursor question – “is this still what we need?”. Good executive recruitment starts with excellent role design.

Whether your organisation is changing direction through its strategy, responding to changes in the operating environment, switching service delivery models or simply wanting to maintain current performance after a significant departure, confirming that the job you describe to the market is the one you want to fill is fundamental to an excellent recruitment outcome.

Beyond this, executive search needs to look in the right places – job boards and databases simply don't cut it for tapping into today's talent. If your strategy for finding your next executive recruit doesn't involve networked relationships and digital solutions that amplify your employer brand voice, the right people simply won't hear your call.

### **Organisations who invest in engaging us as expert executive search partners report:**

- Improved time to fill vacancies
- Higher quality candidate pools
- Improved perception of equity and independence in processes
- Increased satisfaction with new hires
- Lasting return on investment

If you think hiring professionals is expensive,  
try hiring amateurs.



## We're here to help.

The team at J&G Consulting are consultants first, search and placement partners next. We believe that finding the right candidate requires deep knowledge of the business, the team you're recruiting to and a thorough process of confirming that the position you're "selling" to the candidate market is the right one for your business to thrive.

We also believe that recruiting is the perfect blend of art and science. Relationships and intuition are vital – but so is the qualitative and quantitative evidence base when it comes to predicting future fit and performance.

## This is how we do it.

J&G are different when it comes to recruitment because we'll make sure you're recruiting to the right job in the first place, we'll genuinely consider all the variables currently in play in your current setting (peer accountabilities and personalities), and we'll work with you to get the balance right between the art and science of selection.

**Some of the ways we do this include:**



## Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence your executive search and recruitment journey, contact J&G directly for a complimentary and confidential conversation.



*"J&G were authoritative and respectful in equal parts as they challenged us to properly consider what we really needed for the performance of our Executive Team and subsequently from the recruitment market. Their approach to candidate care, innovative ideas around where to advertise, clever design of the selection approach and support during on-boarding set them apart from other recruiters we've used before. We're delighted at our recruitment outcome. Without J&G we would have ended up in quite a different place to where we are now. We're certainly grateful for the support to do things differently."*

*Executive Director  
Large Education Provider*

## Let's talk.

### **Ask us for more information on:**

Governance & Performance;  
Organisational Reviews & Redesign;  
Enterprise & Workforce Strategy;  
Transformation & Change;  
Executive Development & Search.

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