



Inter Exec

UNIQUE NETWORK ♦ OUTSTANDING TALENT



Introduction

Over 40 years ago I looked for a professional organisation which would undertake a job search for me, maximising my career development confidentially, whilst enabling me to focus on my work without distraction.

I was amazed to be advised by the Institute of Chartered Accountants that they were regularly asked for such a facility, but that it did not exist. So InterExec was created and has grown to be a globally unique service for busy senior executives to this day.

Based in the City of London, acting for top executives globally and networking with over 15,000 Headhunters around the world, InterExec provides in-depth knowledge and has absolutely unique access to some 100,000 unadvertised vacancies a year worldwide at £200k to £2m+.

We represent about 200 high achieving executives each year and our specialist teams have worldwide expertise across all industries and disciplines in identifying the right opportunities for the right individual.

Kit Scott-Brown

Chairman, InterExec

A Unique Network for Outstanding Talent



OUR CLIENTS

Our clients are UK or internationally based Senior Executives at Director, Partner or C-Level, earning at least £200,000 a year, who have outstanding talent, have proved their worth and are ambitiously looking for a new role to drive their career forward as effectively and efficiently as possible.

Their current employment situation, location, discipline or sector is not important, but that they are sufficiently senior that to get the best choice of opportunities they need to use the “hidden market”; unadvertised roles, handled mainly by Headhunters, which are difficult to access.

“We confidently assert InterExec is the global leader in getting top executives to the pinnacle of their careers.”

Mark Taylor-Weir
Executive Services Director

OUR WORLD

Irrespective of the economic cycle there are always opportunities for the best people, those with significant, quantifiable and proven delivery credentials.

Those individuals who are truly passionate about adding value, and who truly understand how to deliver will continue to enjoy significant competitive advantage that will ensure their services are always highly sought after.

Of course the drive and effort necessary to deliver at the top end of expectations predicates total and unwavering focus.

And there's the rub.

The very best candidates are often oblivious of, or indifferent to, competing opportunities, such is their involvement in delivering in their current role.

Often they do not have the time, and even if they had the inclination, the need for confidentiality rules out all but the most discreet routes to market in any event.

This situation is exacerbated in so far as most senior roles are the preserve of Headhunters and 98% of these roles are NEVER advertised, either in traditional media or online portals.

How then do busy, successful executives ensure that they have visibility of, and access to, senior confidential roles.

Who would they trust? Who has the degree of integrity and insight necessary? How do they reach the appropriate audience without compromising their current role?

If only there was another way...



Using our unique international network and in-depth market knowledge, we act discreetly to provide unrivalled access to prime opportunities which are rarely published.

Robert Reynard
Executive Services Director

The InterExec Promise

InterExec only engage Executive Clients with relevant recruiters and employers. We aim to minimise client involvement and unnecessary market exposure to ensure genuine value and validity in all communication and meetings.



InterExec
Unique Network - Outstanding Talent



WHAT WE DO

Before working with a client we conduct a mutually exploratory meeting to understand the prospective client's background and objectives. The primary purpose of this meeting is to determine whether it is appropriate for us to work together and if so how we can help. This meeting lasts for up to 2 hours, is free of charge and with no obligation on either party to proceed further.

Assuming we agree to work together, our work consists of **Planning** to determine the client's market proposition and to prepare for a marketing campaign, followed by **Implementation** consisting of targeted marketing, predominantly to Headhunters.

The **Planning Stage** involves InterExec in some 20 hours of work, half of which are undertaken by a director with the client. Planning is ideally conducted face to face over a 1 to 2 week period, but the face to face element can be compressed into 1 to 2 days.

The purpose of Planning is to determine the client's needs and skills, develop a clearly defined market proposition with clear USPs, produce a bespoke CV and other marketing communications, agree the optimum career target, advise on interview techniques and determine the parameters to conduct an effective marketing campaign which is capable of securing relevant opportunities for the client. We also undertake validation which, in addition to conducting a detailed career review, involves checking identity and qualifications as well as taking up references.

We can then move immediately to the **Implementation Stage**, which essentially involves conducting a targeted Search campaign directed towards Headhunters and Employers.

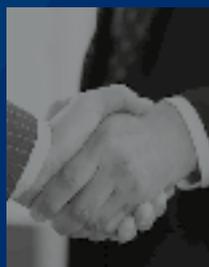
The headhunting industry is incredibly fragmented and there are no barriers to entry. The work of Headhunters is mainly assignment driven, not candidate driven, and at the senior end of the market they rarely advertise their assignments. This makes it difficult for senior executives to access this hidden market on a pro-active basis. However our experienced Search Teams have in-depth market knowledge and unrivalled access.

Our confidential service to Headhunters is to provide high quality pre-validated candidates, free of charge. This is a valuable service as it saves them time in their research and search process and de-risks matters for them due to the comprehensive work we have undertaken in the Planning Stage. The other advantage is that our clients are serious about making a career move, are clear in terms of their objective and value proposition and are well prepared to be interviewed.

It is this service which attracts some 15,000 consultants around the world to work with us.

During the Implementation Stage we also provide whatever support individual clients require. This support may include interview practice, guidance on networking and use of social media, provision of intelligence for interviews, advice on suitability of prospective opportunities and advice on contract negotiation.

Everything we do is completely transparent and there are very strict quality control procedures. We obtain market feedback in respect of each client, which we in turn share with the client. Communication with clients is continuous.



Planning determines the clients needs and skills, develops a defined market proposition and an effective approach to securing outstanding opportunities, but above all it achieves certainty before we address the market.

Ben Thomas
Executive Services Director



HOW WE WORK

Our task in Search is simple; we represent our clients to Employers and to the International Search community, with the single objective of encouraging their selection for career opportunities in the 'unadvertised jobs market'.

The way we approach this challenge is to invest time in understanding our clients.

At our initial meeting we look at their journey to-date, together with their aspirations and motivations. We agree a plan to achieve their objectives and through regular updates on activity and outcomes, we adjust the strategy as required in response to market feedback.

It is important to stress that our work is highly personalised and every client will seek different levels of support from the team. For some, it is just about interviews and access to career opportunities, whereas for others there might be additional layers of support from general market advice, to sharing interview tips

and coaching, as well as helping clients to understand the recruiter mind-set. When it comes to employer interviews, we will often also work through scenarios and help clients with their strategies to improve their prospects.

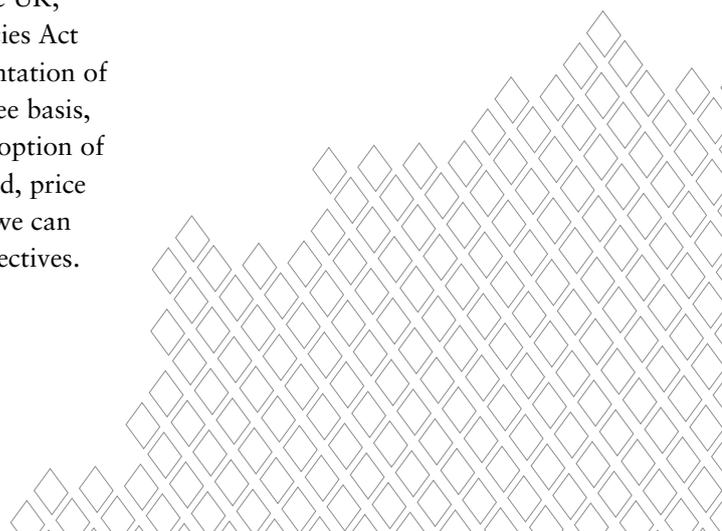
For the Search Teams, it is all about relationships. Whether leveraging our many years of experience of working with the retained Search community, or simply working closely with our clients as a team to gain the best possible result and achieve their objectives, our focus on the individual is key to our success. Knowing our clients and knowing our market is how we do it.

Whilst legislation (in the UK, The Employment Agencies Act 1973) prohibits representation of clients on a placement fee basis, we offer our clients the option of an effectively open ended, price capped service, so that we can fully share the same objectives.

In an uncertain world, we all crave certainty. At InterExec we work only with clients with a good career history and sensible objectives for whom successful career progression is a given.

Meticulous planning defines the best path to success. Through test marketing we calibrate and prepare the wider campaign. Throughout the campaign we continually monitor and adjust according to market circumstance and opportunities.

Our approach has delivered for thousands of senior executives around the world.





WHAT WE BELIEVE

We believe in a world of Opportunity and whilst it is true that the best opportunities are rarely presented in plain sight, our own unique global network provides unparalleled access.

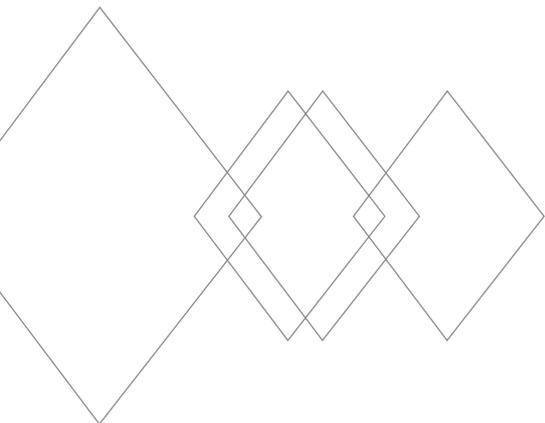
We believe in Service. Outstanding service is proud and is highly valued by those we work with. It is founded on seeking meaningful understanding as well as our professionalism, market knowledge and a deep desire to give of our best.

We believe in People and we value the individuality of our clients and colleagues.

We take time to understand the very particular professional, cultural and personal experiences, interests and aspirations of every single client. We cultivate exceptional relationships and thrive on diversity.

We believe in clarity of mission, both in our actions and in our communications.

Our Corporate Integrity is non-negotiable and has evolved from the personal integrity common to every member of our team. We are principled and do the right thing by those we work with and for.



*Our core beliefs shape who we are.
We are InterExec.*

BENEFITS FOR SENIOR EXECUTIVES

InterExec provides top executives with managed career development and enhanced prospects through the use of proprietary methodology and access via its unique network to new opportunities which are neither visible nor in the public domain.

We provide objectivity and clarity of purpose to identifying the next stage in an Executive's career progression. Through support and advice our clients are properly and professionally prepared to access the market, with the clear aim to deliver a choice of opportunities.

Through direct access to Employers and Search Consultants our ability to locate new opportunities ensures minimum disruption to busy senior executives in their current roles. The search specifically focuses on each executive's individual needs, providing exposure to a select but broader range of decision makers than they would be able to access themselves.

Although based in London our specialist teams provide senior executives with confidential exposure to outstanding international opportunities, across all industries and disciplines, on a global basis.

Successful executives need to concentrate on their career at all times, but the greatest opportunity for career advancement arises when changing employer.

One can only change employer a limited number of times in ones career and still retain credibility. Hence it is fundamentally important to achieve the optimum enhancement in each move and this is far more likely to be achieved with a choice of opportunities, which is the essence of InterExec's unique worldwide network.





BENEFITS TO RECRUITERS

Access to a global talent pool of senior executives whose backgrounds have been fully validated.

A route to market which complements / supplements any in-house research capability.

InterExec will never recommend a candidate without first having validated their career, ensured the objectives are realistic and that the candidate is seriously looking for a new appointment.

InterExec provides copy references, qualifications and proof of identity reducing administrative costs and enabling quick professional delivery at short notice with a high level of confidence.

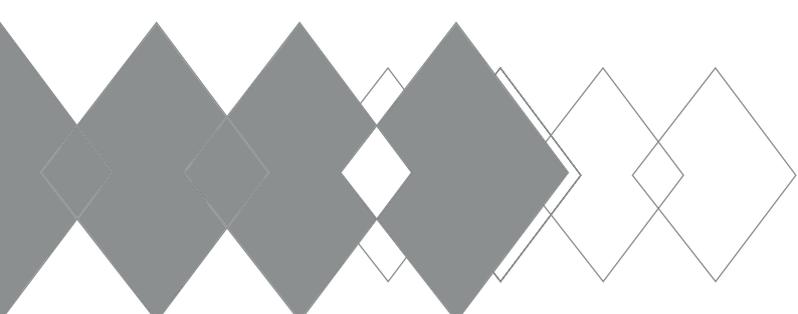
No cost implications – InterExec is paid by its Executive Clients, not by the recruiter or employer.

Speed of response – Once a relationship has been established between InterExec and a Search

Consultant, requests for specific profiles can be dealt with in a maximum of 48 hours and in matters of urgency on the same day.

Sian Rees

Director, Financial Services



The InterExec Promise To Recruiters

Under the free service InterExec provides to Executive Recruitment Consultants we only provide pre-validated candidates, relevant to specified requirements, and maintain total confidentiality of assignments notified to InterExec.



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