



Helping our
clients access,
assess and
retain the
best talent

EXECUTIVE
HEADS 



ABOUT EXECUTIVE HEADS

Established in 2009, Heads Resourcing Group encompasses three brands: HR Heads, Procurement Heads and, ourselves, Executive Heads. Our purpose at Executive Heads is to help our clients access, assess and retain the best Executive and Director level talent that will make their business successful.

As the world of work changes at a rapid pace, we help our clients make better hires for their leadership teams. Helping them to access the best passive talent in the market, providing assessments that are designed to be a better indicator

of future success and giving them an executive coaching programme that helps our clients to onboard and retain the talent they have invested in.

Our proven Executive DNA process combines the best of traditional executive search with award-winning technology and cutting-edge profiling.

We partner with ambitious fast-growing businesses to ensure that they have access to the best talent. Clients retain our services when they are looking to achieve transformation, growth, or competitive advantage.



- ✓ 12 month guarantee
- ✓ 4.8 google review
- ✓ average 98% retention



OUR PURPOSE & VALUES

Our Purpose

To deliver recruitment as a professional service. We engage with leaders across HR, procurement and executive functions to make their organisations successful. More than just a recruitment company, we provide a suite of talent solutions tailored to your business needs.

Our Values

Rewarding Relationships

For us, it's personal. Relationships are pivotal to our existence and we place great value on their development.

We encourage collaboration through our unique referral scheme 'The Heads Up' and are driven by a desire to build deep long-standing partnerships. Our goal is to act as an ambassador for the teams and individuals we support.

Exceeding Expectations

More than just a recruitment company, we engage with leaders to deliver the unexpected when it comes to sourcing talent. Going beyond 'filling the role', we advise, challenge, champion and are innovative in the value-add solutions we provide.

Doing the Right Thing

Doing the right thing is not difficult. Knowing what the right thing is, that's where we come in. Everyone has a responsibility for the choices they make. We pledge to lead the way by championing Equality, Diversity & Inclusion and Sustainability.





OUR SERVICES

Combining expert industry knowledge with our unique, value-added products, we help you hire game-changing talent. Operating on a retained and exclusive basis, we pride ourselves on supplying the best candidates in the market, not just the available talent.

Our sister businesses HR Heads and Procurement Heads also operate on an interim and contingency basis, providing a fast, effective and professional solution when it is most needed.



Chief Executive Officer
Chief Operations Officer
Chief Supply Chain Officer
Managing Director
Operations Director
Head of Operations
Commercial Director
General Manager

Chief People Officer / HR Director
Organisational Development
Wellbeing
Diversity & Inclusion
Reward
Learning & Development
HR Operations
Business Partnering

Chief Procurement Officer
Procurement Director
Head of Procurement
Head of Category
Category Management
Supplier Relationship Management
Sourcing
Buyers



OUR SERVICES

In addition to the suite of permanent offerings, we deliver interim management solutions across a range of sectors for strategic business-critical transformations, functional and operational leadership and critical gap management.

We work with an array of national and international business in various industries representing organisations of all sizes from FTSE 100 through to SMEs and founder-led companies. We reward our clients through our loyalty-based pricing structures and market leading, 12-month guarantee.

INDUSTRIAL	PHARMACEUTICAL & LIFE SCIENCES	CONSUMER	PROFESSIONAL & FINANCIAL SERVICES	PUBLIC SECTOR
Defence Transportation & Logistics Construction Energy & Utilities Manufacturing Engineering Chemicals Automotive Aviation & Aerospace	Pharmaceutical Life Science Medical Devices Consumer Healthcare Healthcare Biotech Nutraceuticals Personal Care Animal Health	FMCG E-commerce Telco Technology Food & Drink Consumer Electronics Retail Media Travel & Leisure	Financial Services PE & VC Banking Management Consultancies FM Outsourcing Legal & Accountancy FinTech Insurance	Central Government Local Government NHS Housing Charities Education NGOs Emergency Services Armed Forces



OUR PROCESS



ACCESS

Research, market mapping and head-hunting passive talent

ASSESS

Full assessment including behavioural benchmarking and profiling

EXECUTIVE DNA

Presentation of shortlist on a secure cloud-based portal

APPOINTMENT

Management of your appointment including referencing and onboarding

RETAIN

Provision of an independent coach as part of our 90-Day Accelerator Programme



We help our clients to increase their retention and reduce their time and financial investment by utilising our proven Executive DNA process which combines the best of traditional executive search, the pace of contingency recruitment, award-winning technology and cutting-edge profiling.



WHAT OUR CLIENTS SAY

We act as an ambassador for your business

"In an industry that often fails to fulfil its potential, the Executive Heads team delivered exceptional results. Their approach was honest, straightforward and diligent and above all else through their hard work and dedication, they showed that they cared, which was of great benefit to our business."

Chief Executive Officer

We understand our clients' needs

"I'd thoroughly recommend Executive Heads to deliver a thorough, unique and insightful recruitment process for any company looking to make a senior appointment in their business."

Chief Operations Officer





WHAT OUR CLIENTS SAY



A consultative approach sets us apart

"My experiences in utilising Executive Heads is that they are keen to adopt a win-win situation and encourage complete satisfaction for all parties concerned with a communication process that is second to none. I would recommend them as a consultancy of choice in the recruitment field if you are looking for beyond the norms."

Global Human Resources Director

We tailor solutions to meet your needs

"Having recruited throughout my 30-year career it is difficult to think of many occasions when I have been offered a new and different approach. The 90-Day Accelerator Programme enhanced the recruitment experience by helping us to understand what needed to be delivered and achieved and effectively integrated the new leadership team."

Managing Director



CORPORATE SOCIAL RESPONSIBILITY

Equality, Diversity & Inclusion

We are dedicated to celebrating Equality, Diversity & Inclusion (EDI). We pledge to present organisations with talent shortlists that match our commitment to equal, diverse and inclusive workplaces using unbiased methodologies when required.

We are also signatories of the Race Fairness Commitment, a series of commitments for the recruitment, progression and retention of Black, Asian and Minority Ethnic (BAME) talent for businesses operating in the UK.



Sustainability

We are committed to supporting the Sustainable Procurement Pledge and all of the team are active Ambassadors.

As leading recruitment consultants, we have a key role in helping the Sustainable Procurement Pledge achieve its vision of all global supply chains embedding sustainable procurement practices by 2030.

We believe that in leading the debate around sustainability with candidates, clients and influencers, we can make a real difference.



EXECUTIVE HEADS



GET IN TOUCH

Our experienced team is on hand to help

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 [linkedin.com/company/executiveheads](https://www.linkedin.com/company/executiveheads)

