

Executive Search Balanced Scorecard



	Executive Heads		Company B		Company C	
Activity	Note	Score	Note	Score	Note	Score
Access to and knowledge of talent pool	Indepth knowledge of the talent market, strong network and ability to headhunt from passive audience	5				
Assessment of candidates	Utilisation and measurement of behaviors as a predictor of future performance	5				
Executive Coaching	Post placement, 90 Programme delivered via independent consultants to accelerate performance	5				
Capability and gravitas of recruiters	30+ years of experience / Highly experienced in delivering senior mandates	5				
Video Introductions	Bespoke candiate introductions on the Executive DNA platform	5				
Speed of Short list and Interview process	Typically 6 weeks to short list plus two weeks for two stages of interview	5				
Guarantee Period	12 month free replacement guarantee.	5				
Commercial terms	Fixed cost and fees weighted on a successful outcome	5				
	Total	40	Total		Total	

Score rating 1= Poor/doesn't deliver - 5 = Excellent/high value