

CAMPAIGN MANAGEMENT

Badenoch & Clark is able to offer a suite of services designed to add value to your own internal recruitment and HR processes. These can be used as a standalone piece of work or to supplement an in-house project.

PREP FOR SUCCESS: DIRECTOR'S SESSIONS

Interview coaching product. A practical and intensive focussed 3 hours session.

Introduction - 15mins

- Professional background and experience
- Personal assessment of interview challenges to date.

Talentoday Report - 1 hour

- Personality Radar (10 mins)
- Motivations (10 mins)
- Predicted professional behaviours (40mins)

JD Review - 45 mins

- Potential skills gaps
- Competency comparator
- Market knowledge/ interview trends

Feedback & next steps - 30 mins

Mock interview - 30 mins

Recommendations - 10 mins

SOCIAL NETWORK AWARENESS PACKAGE (SNAP)

SNAP is a targeted advertising package which allows us to raise awareness to a passive audience through social media; an audience who may be inaccessible via conventional recruitment methods. It can be used to reach out to particular interest groups specific to an opportunity, in addition to targeting demographics, or meeting diversity requirements.

MARKET MAPPING

Provides you with a tailor-made, in-depth market analysis of the candidate pool relevant to requirement. Typically Market Mapping is used where a client:

- Has no immediate executive appointment needs, but desires a market overview in order to be well situated for a fast executive placement in the future
- Wishes to be engaged in the process of succession planning, diversity mapping or general executive benchmarking
- Want to be certain that, as an opportunity arises, suitable candidates exist in the market
- Intends to expand or launch into a new market or geographical location and wants to understand the local talent pool, before deciding whether to conduct an Executive Search locally or expatriate a current leader within the business