



IDENTIFYING TALENT WITH ENDSTATE

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An **EndState** article by Ian Crawford

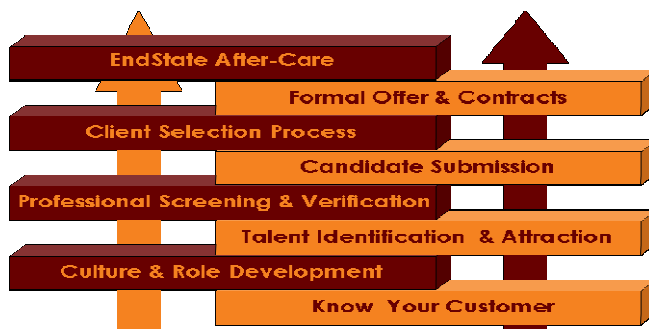
EndState's unique position in the market as a recruitment company built around people with backgrounds in business strategy, executive management within public companies and personally delivering major programmes enables us to support our clients in ways which traditional recruitment companies cannot achieve.

We work with you to build an in-depth knowledge of your business, it's dynamics, culture and ambitions to ensure that we provide you with the talent you require whether you are growing, transforming or diversifying.

We leverage this understanding & combine it with our extensive experience of being your position to identify the select few people who meet your needs.

In **EndState** you will find a recruitment partner with first hand experience in:

- ≡ managing global business functions and building the team dynamics required to deliver success
- ≡ assessing and correcting diverse portfolios of programmes & projects
- ≡ coaching sponsors & stakeholders in the disciplines required to successfully deliver major change programmes
- ≡ being the hiring manager; frustrated by a plethora of CV's and a variety of recruiters who don't understand our business or what we need
- ≡ filling a large number of diverse roles quickly in order to build a new business function or initiate a new programme
- ≡ extensive experience in running major change programmes
- ≡ building collaborative, multi-discipline teams and improved the efficiency of organisation structures



The **EndState** Talent Identification & Attraction Model

EndState talk the same language as you do – so when you need talent to drive your organisation forwards, we are best placed to understand your real needs and find the best person to fit those needs.

Key Observations:

- ENDSTATE HAVE DEVELOPED A NEW MODEL TO MEET YOUR RECRUITMENT NEEDS
- WE ADD VALUE VIA OUR EXPERIENCE OF RECRUITING TEAMS TO DO THE JOB YOU REQUIRE
- OUR MODEL CAN FLEX TO MEET YOUR NEEDS
- ENDSTATE TALKS YOUR LANGUAGE

EndState Differentiators:

- WE HELP OUR CLIENTS REDUCE THEIR HIDDEN COSTS OF RECRUITMENT
- WE GIVE YOU MANAGEMENT CONSULTING BRAND VALUES IN A RECRUITMENT COMPANY SETTING
- WE HAVE PERSONALLY BUILT TEAMS TO DELIVER SUCCESS; WE UNDERSTAND YOUR CHALLENGES
- OUR AFTER-CARE SERVICE FOR CLIENTS & CANDIDATES ALIKE HELPS BUILD LONG-TERM RELATIONSHIPS
- WE ALIGN OUR BRAND VALUES WITH YOUR VISION, ENABLING YOU TO ATTRACT & RETAIN TALENT

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Our clients recognise the value of this contribution; EndState just offers you more! Just some of the benefits our clients experiences are:

- ≡ We minimise the hidden costs of recruitment for our clients, by taking the pain and opportunity costs out of the process
- ≡ We partner with you to understand your specific needs & help you formulate the best recruitment plan and approach
- ≡ We leverage our experience of actually performing executive roles to present your opportunities in a way which appeals to talented people
- ≡ We build an understanding of your company dynamics, culture and ambitions to identify & target the top candidates in our network and beyond
- ≡ A recruitment service which will filter, screen and interview on your behalf before you even see the CV, whatever the level of appointment
- ≡ At EndState, we pride ourselves on who we represent. One of our key brand values is to provide the right people to do the right things.
- ≡ Access to our Subject Matter Expertise for use in Headhunting and Talent Identification services.



Reduce the hidden costs of recruitment with EndState.

"A GENUINE
BUSINESS
PARTNERSHIP
WHICH ATTRACTS
THE RIGHT TALENT
TO YOUR
ORGANISATION."



Build success with the help of EndState Talent Identification and Attraction services.

And we don't forget about our clients or candidates as soon as the ink is dry on the Contract of Employment either! Our unique EndState After-Care service means that EndState provide guidance and support for clients and candidates alike after a placement is secured. Clients benefit through the accelerated effectiveness of their workforce and candidates have an external source of independent help and support should they need it to call upon.

Identifying talent with the help of EndState is THE way to meet your recruitment needs.

Find out more about EndState at www.endstate.uk.com.



Work with EndState to develop your own stimulus package for recruitment.