

EXECUTIVE SEARCH

The Redline Process



Trusted, proven advisors to clients during all phases of Executive Search. Redline exceeds client expectations by providing candidate shortlists of depth and quality. Delivered through a meticulous, scientific process crafted from 150 years' experience.



www.RedlineExecutive.com

Redline
Executive

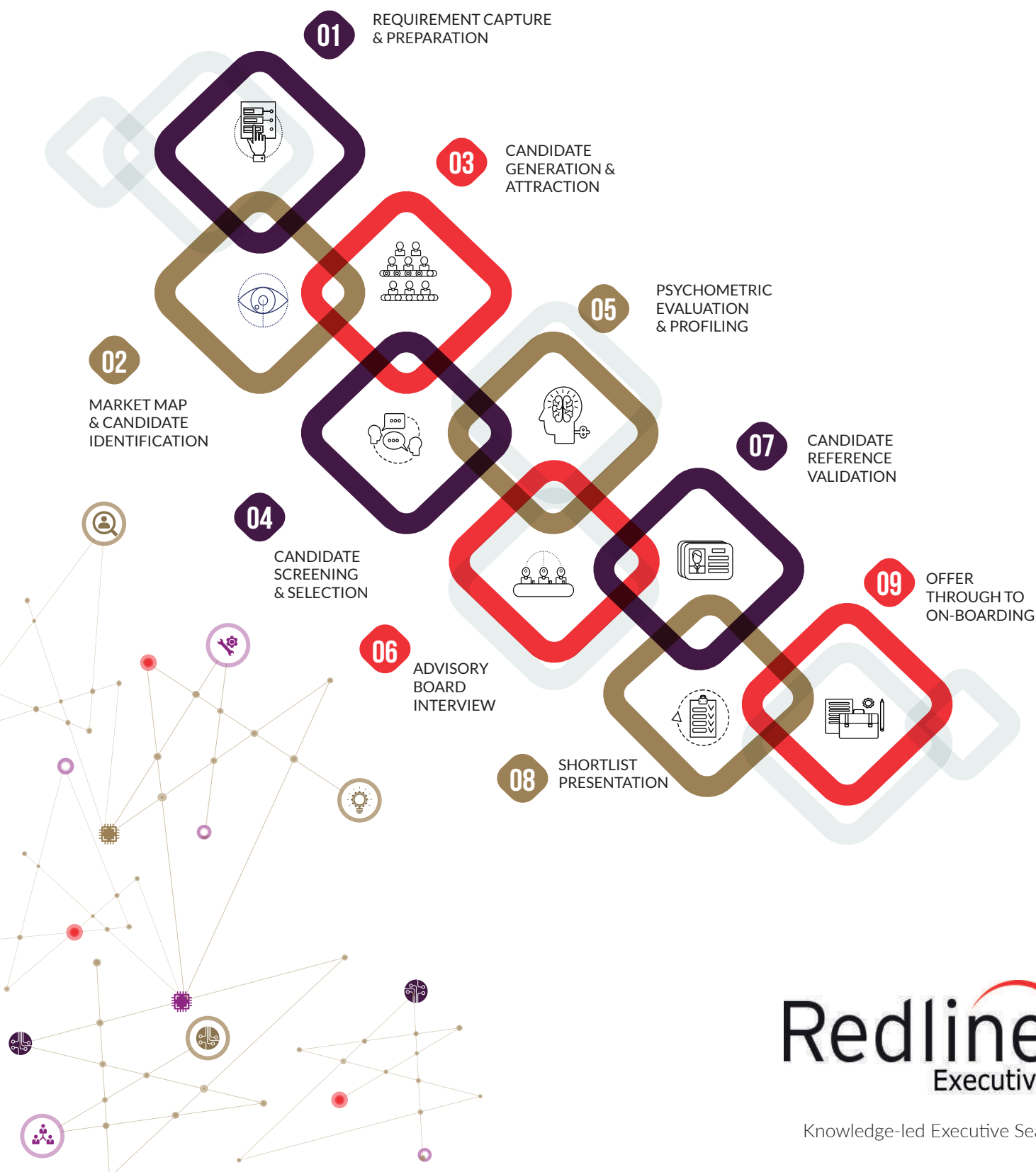
Knowledge-led Executive Search

INTRODUCTION

Redline Executive partners with established and emergent technology businesses across Europe and the USA delivering search, assessment, profiling services and assisting clients to meet their strategic goals. Redline Executive has successfully delivered hundreds of 'D' and 'C' level search assignments in the engineering and technology sector. Our senior management team has over 150 years' combined recruitment experience which makes our network and influence in these sectors unparalleled.

We have advised and delivered hundreds of successful assignments across diverse technology environments. Our client base encompasses start-up organisations through to global technology giants. Our assignment history encompasses individual critical role fulfilment, through to the installation of a complete board of directors.

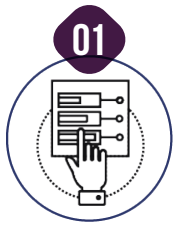
THE PROCESS



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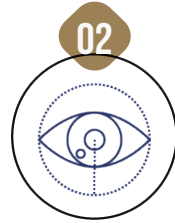
THE PROCESS



01

Requirement Capture & Preparation

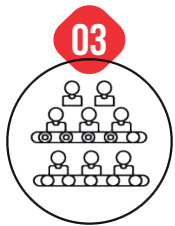
The assignment begins with a meeting of all parties to confirm the details of the requirement(s) and agree the precise specification, competencies and reference questions against which Redline will identify, attract, screen and select candidates.



02

Market Map & Candidate Identification

Redline will map the market, companies and industry sectors to target. We identify suitable individuals in the market through our detailed research, previous assignments, industry advisors and our extensive network amassed over 36 years in the sector.



03

Candidate Generation & Attraction

Potential candidates will be sensitively contacted and pre-screened, ensuring confidentiality is always protected and appropriate discussions are conducted. During this period Redline will continue to source potential candidates and recommendations in support of the direct approaches throughout the duration of the campaign to maximise candidate coverage.



04

Candidate Screening & Selection

CV assessment and initial telephone screening are undertaken. Redline will meet candidates for first-stage interviews, incorporating Biographical and Competency Based Interview techniques to assess against the personal, behavioural, practical and technical requirements of the role. The outcome of this process enables Redline to refine the applicant list to between 4-6 candidates for advancement to the next stage.

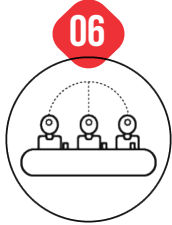




05

Psychometric Evaluation

All shortlisted candidates complete a psychometric analysis. We have access to the most respected and widely used tools and can discuss suitability at the Requirement Capture and Preparation meeting. This produces a comprehensive and insightful report detailing work-based behavioural preferences and valuable insights into the most effective management and motivation of the candidate once in post.



06

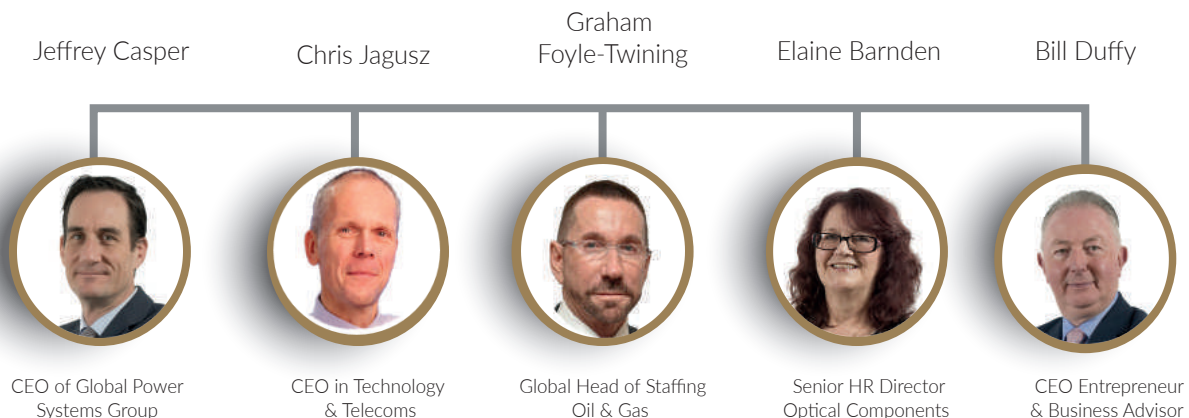
Advisory Board Interview

Redline will arrange interviews between shortlisted candidates and our Global Industry Talent and Advisory Board. This allows us to apply an independent technical, operational and strategic assessment which is particularly valuable for positions that require sophisticated levels of capability and experience. The knowledge and experience of our advisory board enables Redline to handpick an expert from our panel who can offer a pertinent insight into both the market and area of specialisation.

You can be comfortable in the knowledge that the selected shortlist will not only have been through our rigorous competency assessments but have also been assessed by one or more of our independent panel of senior industry leaders.

Advisory Board Members

Redline Executive have created a unique Global Industry Talent Advisory Board. The board is compiled from a cross-section of C-suite and board level executives from a variety of international high technology industries. Our Advisory Board represents extensive functional knowledge across Leadership, Operations, Sales, Marketing, Finance, Technology and Human Capital within the high-technology sector.



A sample of some of our Advisory Board Members.



07

Candidate Reference Validation

Redline will seek references from multiple current or recent line managers. We will brief the referee on the specific challenges of the role, enabling them to focus their answers on the aspects of the candidate's experience and abilities most pertinent to their success in the role. Additionally, the responses to the competency questions we generate based on the needs of the role are fed into the questions we ask the candidate's referee, to seek further validation of the claimed competencies and required experiences.



08

Shortlist Presentation



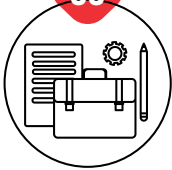
On completion and finalisation Redline will deliver an extensive Search Report for each candidate comprising:

- Interview Report
- Project Summary
- Score Matrix
- Competency Report
- Reference Report
- Personality Profile
- Board Advisor Report

This comprehensive report will provide a deep and far-reaching insight into each candidate's background and suitability, offering multiple qualified viewpoints and industry recognised screening and measurement tools.

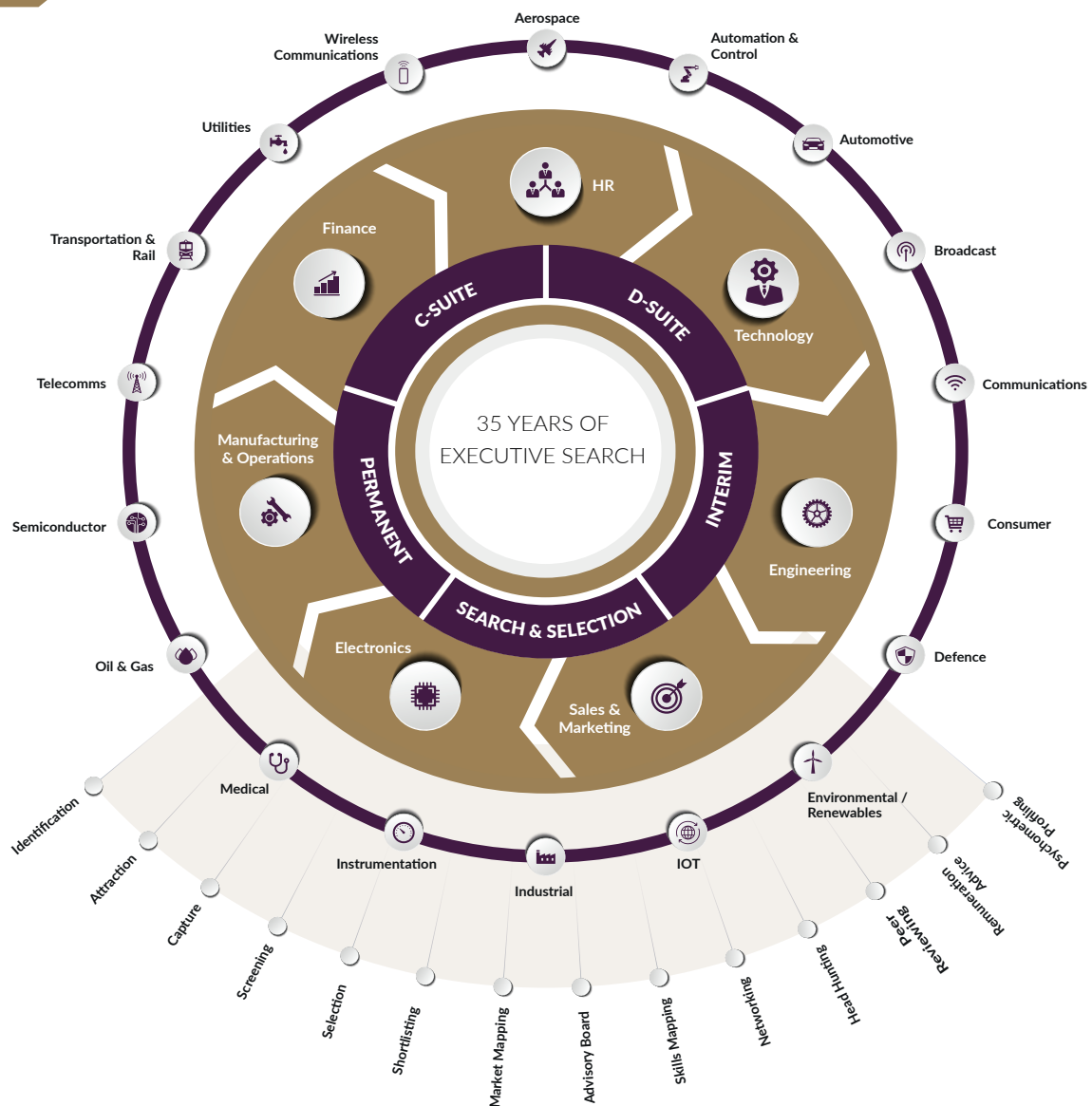
09

Offer through to On-boarding



Redline will provide assistance and guidance as required in the preparation and presentation of offers to the chosen candidates. Once an offer has been accepted, Redline will maintain close contact with the candidate to guide them through the resignation process to a successful start with the option of further review points and / or the continued involvement of a Board Advisor as a confident and intermediary through the on-boarding process.

SECTORS AND DISCIPLINES



“

Working with the team at Redline Executive has measurably moved our senior and executive hiring processes forward. Their insightful input right from the start of the process has influenced the way we now approach the hiring process. Working together to establish core competencies and having them driven through the process across the profiling, referencing and independent advisory board elements has led to a far more focused and thorough outcome for us.”

CEO of Technology Company

PORTFOLIO OF SERVICES

We offer an extensive portfolio of services which can be utilised independently, or combined to provide thorough and insightful support to your strategic planning:

- Market & Candidate Mapping
- Executive Search
- Remuneration Advice and Surveys
- Profiling and Assessment
- Candidate Referencing
- Independent Advisory Board
- On-boarding

FOR FURTHER INFORMATION

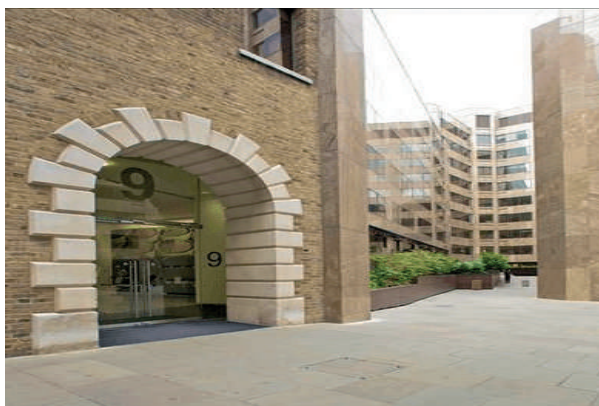


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