

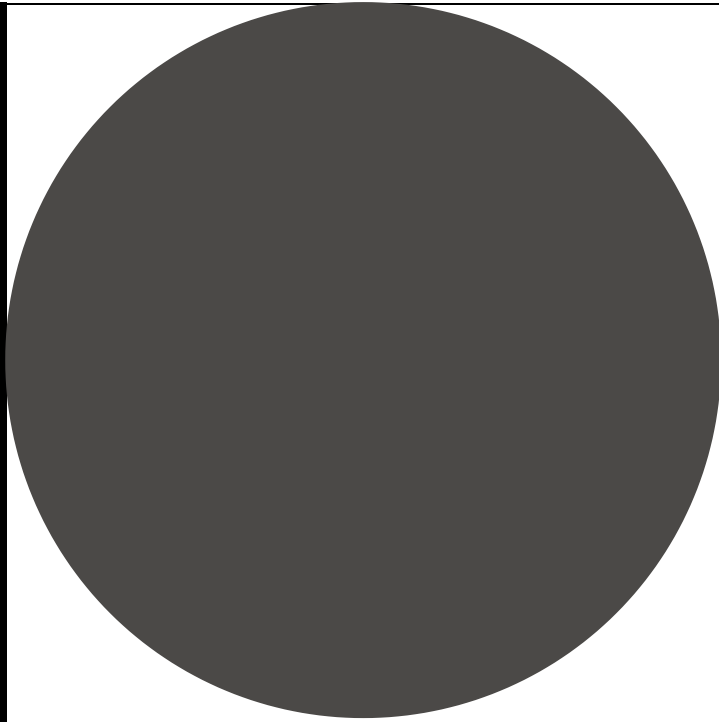


21 reasons to trust us with your next hire...

A high-end retained executive search firm exclusively focused on consumer centric business, delivering high performance, diverse, impactful leadership in digitally native brands.

MANAGEMENT CONSULTANTS IN
TALENT ACQUISITION

**DOUGLAS
JACKSON**



1: Save time and money

We help you to substantially improve the success and retention of your new hires

Saving you time and money.





2: Flexible, tailored solutions

Made to measure solutions that are
right for you

We have invested in award winning tools and technology, best in class processes and training so that we can choose and deliver a tailored, flexible solution, as well as flexible pricing, that is right for you.

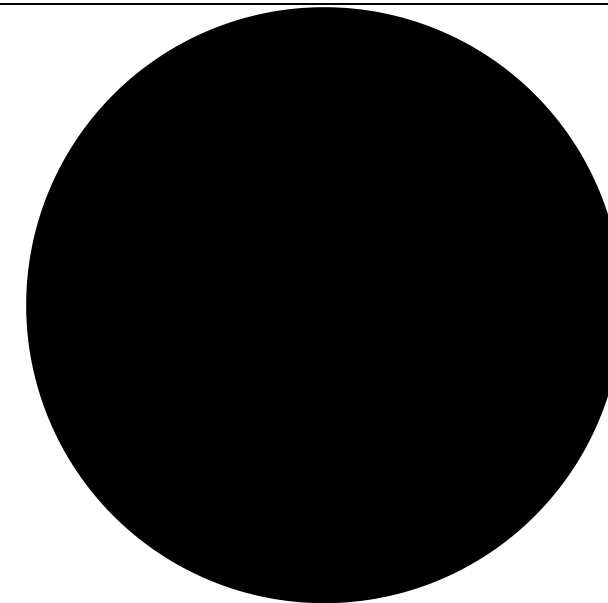




3: Job profiling

Identify the behaviours of your top talent and receive a detailed job survey report

We offer job profiling to help you identify the key behaviours, not just the skills and experience required, utilising a globally recognised organisation with over 50 years experience in the field.





4: Detailed assessment

We map, research, vet, interview and assess every potential applicant

Even though we may already know many of the top tier talent for your role, we still carry out a detailed assessment for each assignment;

Full market analysis

Map leaders locally to find similar sized/ethos/cultural alignment to make sure they are known to us and we are presenting your brand and opportunity to them. All to deliver the very best shortlist for you.





5: Behavioural profiling

Hire the right individual who will deliver the results

Have you ever hired someone with all the right skills and experience that did not deliver on results?

Using behavioural assessments in conjunction with in-depth job analysis delivers extraordinary results which substantially improve the success and retention of your new hires.



6: Money back guarantee

Delivering results

We are so confident in the process and service that we provide that we offer a unique money back guarantee. In the first month of employment, if either you or the candidate feels they are not a perfect fit for the position we will refund our fee in full.

In addition we have an excellent replacement policy.





7: Award Winning

Recognised by the industry we serve

Some of our consultants were awarded an Excellence Award for 'Outstanding Contribution' in judging from Awards International in 2018 and 2019. Following ten years judging and chair of judge positions.

We were also recognised in the Top 25 CX professionals and Top 10 CX Influencers, alongside brands such as Microsoft, HSBC and BT. As published by Customer Experience Magazine, December 2019.





8: Diversity and inclusion

A key differentiator and driver of internal innovation and business growth

We have worked with a number of organisations to help deliver a more diverse and inclusive shortlist.





9: Protect and enhance your brand

Showcase your brand and purpose to secure the top talent available and deliver a great candidate experience

How and who you approach and how they are looked after during the hiring process is critical to attracting and securing the top talent in your market. We have an established network of the best in the industry who trust and respect our brand and reputation. Putting your brand in safe hands, with an enhanced market presence.





10: Transparency

We work in partnership with you,
providing clear and honest
communication

Throughout the process we will keep you
regularly updated and informed with
honest and transparent communication.

Working together to successfully hire the
best talent for your needs.





11: We help you make the right decision

Who you hire is one of the most important decisions you will make

The success of your hire will help you deliver and achieve your goals, save, or make money. We work in partnership with you to fully understand your requirements and commit our resources, tools and experience to give you the confidence to make the best decision.





12: Online access

Anytime from anywhere recruitment

Our innovative online recruitment tool allows access from anywhere with an internet connection.

Douglas Jackson Search provides a distinctive and highly effective way for you to compare and contrast candidates quickly and effectively. Bringing together CV's, candidate profiles, key competency assessments, candidate benchmarking and introduction videos.

Up to the minute data you need to make important recruitment decisions.



13: Client loyalty

Our client promise and commitment

We promise we will never proactively look to recruit an employee of a client we are working with.

Whilst working with you, we will actively limit the number of other clients we will work with, especially in your local geographical area, or market, so that we are working for you and not your competition.



14: Quality

We only ever do what is right for you

As an independent boutique consultancy, we only ever offer a solution based on what you need to hire top talent, not what we want you to have.

Delivering a quality over quantity approach is how we help save you time , money and reduce your commercial downtime.





15: Partnership

When we work with you, you get all the benefits of our experience and knowledge

In addition to search and selection, we also offer a wide range of market and competitor insight, salary benchmarking and years of research and data across our markets, as well as hosting regular leadership networking events.

All of this knowledge is available to you ,our partner client, at no extra cost.





16: We listen

We ask the right questions and listen intently to your needs to deliver a true consultative approach

We take notes of your individual unique requirements before we go to market. We will agree our approach and set a timeline of hiring tasks and activities in advance.





17: Talent pool

13 years worth of success

We have a distinct advantage in that we already have many years worth of established relationships and will have already successfully hired within your specific market.

We have already established an extensive talent pool and professional networks, giving us an excellent starting point and reducing the initial research phases and time to market.





18: Trust the experts

Our team has 80 years collective experience between them

We spend 100% of our time developing our knowledge, expertise and network, especially for you.

We have already successfully hired within your market time and time again.



ETHICS

INTEGRITY

TRUST



19: We know what good looks like

Judging Customer Experience, Digital Experience, Employee Experience, Quality & Insight and UK Business Awards

Sponsor and attend judging for the ECCCSA's, attend industry seminars and best practice site visits.

Members of the CCMA and The Forum.

We do all of these external activities and networking to meet top talent, top organisations and ensure we understand what best in class looks like.



20: Feedback

Is really important to us

At the end of the process we will contact you to take detailed feedback so we can ensure you are satisfied with the process and we can continually assess and improve our service offering.



21: Don't just take our word for it..

"Thank you for your help with this search, I was very impressed by the speed at which you pulled together the candidate list and more importantly **the quality of the candidates**. It was also excellent to get consistently good candidate feedback on the support that you gave them through the process." **Board Member - Utilities**

"We have placed a number of roles this year with DJ. The thing I like about the team is that they really get to understand your business and what skills and values are important to you when finding a candidate . They are great at keeping you up to date with progress and ensuring you are not spending hours looking at CV's .They are a great team that work to understand you and your business." **Contact Centre Director - Financial Services**

See all of our testimonials at: <https://www.douglas-jackson.com/testimonials>

A breath of fresh air.

Out of the many agencies I have dealt with it is refreshing to deal with a recruitment professional that follows company processes, respects our business, and listens and understands intently to our requirements before providing candidates that are **exactly on the money**.

I have no doubt they will continue to deliver excellent customer service to all of their clients." **Talent Acquisition Partner - Housing Association**

We engaged Douglas Jackson when looking for a new Customer Service Director to support a changed outsource model and architect a significant transformation focused on simplification and digitisation. We tendered the opportunity and it was clear in the pitch they had a fabulous network and a clear understanding of the blended experience that we needed. The candidate review, selection and offer process was very well managed with a strong set of candidates meeting the brief. **The true reflection on the quality of the process has been that the candidate selected has made a big impact in their first 9 months into our business**

"A true super star throughout the recruitment process. She was **diligent, supportive, passionate** and had fantastic communication from start to finish. I wouldn't hesitate to recommend." **Head of Digital - Gaming**

To schedule a call
click on this calendar



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DOUGLAS
JACKSON

When Exceptional
Leadership Matters