

 The Little Grey Book



We tailor our approach
for every individual

Welcome to Definitive Consulting

You'll find working with us a different experience to working with any other recruitment consultancy.

We specialise in helping outstanding professionals to achieve their career goals. That means tailoring our approach to every individual - to devise and deliver a proactive and focused strategy designed to balance individual goals with market opportunities.

This is not scattergun recruitment, it's consultancy based on representing your skills and experience to a select few employers in a position to satisfy your career goals.

With all that in mind, we'll start by running through the approach to recruitment that sets us apart, just so you know what to expect.



We secure progressive moves
for *outstanding* people

Definitive Consulting is an award winning international recruitment consultancy specialising in the finance, consulting and legal sectors.

The majority of candidates working with us are seeking strategic moves driven by clear career goals.

They know that short term, tactical manoeuvring is simply not what we do. Rather, they rely on us to deliver opportunities to realise their ambitions through focused, professional and informed consultancy – consultancy that creates opportunities by bringing together people and businesses when their goals, aspirations and personalities match.

But they also know that we don't measure our success based purely on our ability to secure roles. We see success as enabling exceptional people to excel in roles to which they are perfectly suited.

That's why we always look under the surface – to ensure our candidates only engage with businesses where they can apply their skills and experience in driving business performance.

We operate from our head office in the City of London and from our offices in Dubai, Frankfurt, Hong Kong, Perth, Singapore and Sydney – as well as with hand-picked partners in markets such as New York.



Working with us is a
collaborative process

Our strategic consultancy relies on a deep understanding of your career goals, skills, experience and personality.

We gather that intelligence via an in-depth career interview with every candidate. It's the first meaningful contact we'll have with you and what we learn, along with our detailed knowledge of the market, will inform everything that follows.

We'll ask you about your immediate ambitions, but also about where you want to be in five, ten years' time. Based on that insight, along with a clear picture of your skills and experience, we'll devise a personal recruitment strategy.

Working with us is a collaborative process - your ambitions and the businesses that interest you most will sit at the heart of your personal strategy.

We won't impose our ideas on you, just offer advice and discuss the options - narrowing the field to ensure we apply our expertise and industry relationships in marketing your skills only to businesses that represent a perfect fit.

The results speak for themselves...

90% of the professionals we represent to specific employers proceed to interview.



Our consultants know their
specialist sectors inside out

Our ability to deliver depends on the excellence of our people and the depth of our market relationships.

That's why we have always made the quality of our consultants our highest priority. We hire the best, we train them in everything required to support you in achieving your objectives – be that business case writing or resource planning – and we give them a real say in what we do as a business.

As a result, our consultants are amongst the most loyal, committed and respected in the industry. So, when you work with us, you always work with someone who knows your specialist sector or market inside out.

That doesn't just mean knowing who's hiring now. It means understanding what makes businesses, teams and key individuals within those sectors tick, how career paths are defined and which personality types tend to flourish in which firms.

In other words, they leave nothing to chance. They look beyond the immediate opportunity to secure a new job for their candidates, instead recognising that the real opportunity is what happens next – if this move is not into a partnership or equity position, is it a strategic step in the right direction, which opens up more doors than it closes?

In essence, it's exactly what recruitment consultancy should be.



Exclusivity enables us to be *proactive* on your behalf

The only way we can deliver personalised, strategic consultancy is to do so on an exclusive basis.

Once we've carried out your career interview, two things can happen based on our understanding of your career goals and current circumstances.

We may advise you that it is not the right time to move.

That may be because we feel that your current employer represents the best opportunity to move towards your career goal – for instance by gaining specific experience or exposure – or because we believe you are closer to achieving your goal than you realise.

However, if we agree that a new employer does represent the best route to achieving your career goals, we will work with you on an exclusive basis – we'll ask you to withdraw from working with any other recruiter for a period of four weeks.

The reason for that is very simple. That exclusivity enables our consultants to take a detailed and proactive approach to securing your career move – working on it full time. We only ask for four weeks' grace because we're confident that, by then, we'll be well on the way to delivering the strategic move you're looking for.

In the end, without that exclusivity, we cannot deliver on our promises – and we'd rather not work with you at all than risk letting you down.



Feel *informed* and in control during the interview process

We employ specialists to manage the interview process – to make it as painless and stress free as possible.

Our Customer Support specialists operate as your personal PA from the moment you start working with us.

They'll be there to help throughout the recruitment process, but their expertise and experience really come into their own once the interview process starts in earnest.

For some, it can be a stressful and sometimes nerve wracking time – you'll just want to feel prepared, for the arrangements to go smoothly, and to feel informed and in control throughout.

That is what our Customer Support specialists do. They work behind the scenes to:

- Make sure appointments are arranged efficiently, which means co-ordinating lots of diaries to find times that suit everyone
- Organise for you to meet with your consultant, pre-interview, to run through the interview process and make sure you feel relaxed and ready
- Arrange for you to speak with your consultant after each interview, so you can discuss how it went, and give your thoughts on the employer and the role, based on what you've learned at the interview
- Keep you informed at all times, and act as a reliable point of contact on the rare occasion that your consultant is not immediately available.



We want you to be happy
and *excel* in your new role

We'll give you the support you need when it comes to negotiating the right offer.

From the outset, your remuneration, responsibilities and work environment are important elements of the recruitment strategy we devise for you, and we work closely with employers to manage expectations.

As a result, the offers our candidates receive are usually in line with expectations. That allows us to focus on the finer details, working on your behalf based on our market insight and our intimate knowledge of the industry.

We'll work closely with you throughout – your demands and preferences combining with our market insight to form a realistic and informed negotiating position. It's an approach that has proven effective time and again.

Our professional approach does not end when you start in your new role.

We want you to excel in your new role, that's how we measure our own success. So we'll keep in touch to make sure everything is going well and, if necessary, help resolve any teething troubles you encounter.

We'll call you regularly to check everything is going well, and you are happy in your new role. If there are issues to be ironed out, we can advise you, or we are happy to get more directly involved in finding solutions that work for everyone.

Our focus on finding the perfect fit in the first place means trouble-shooting is rarely necessary – 99.5% of the people we help to secure leadership positions remain in their new roles for at least 12 months.



definitive
consulting

Advisory | Audit & Assurance | Consulting | Legal | Taxation

www.definitive-consulting.com

LONDON | DUBAI | FRANKFURT | HONG KONG | NEW YORK | PERTH | SINGAPORE | SYDNEY