

CASE STUDY - TALENT PIPELINING & SUCCESSION PLANNING

# Major Healthcare Provider

talent   
acumen   
the smart people, people



# What we can do for you...



## Talent Search

- Hiring key talent for an immediate need
- Quality hires at a reduced cost and time to hire
- Added-value intelligent market insight
- Often niche skill-sets or 'hard to fill' roles
- Thorough market coverage, leaving no stone unturned in your search for the right individual



## Talent Pipelining

- Multiple hires within one transparent project fee
- A candidate pool for you to tap into as part of your succession planning
- Added-value intelligent market insight
- Pre-qualified candidates that can be quickly moved into the active recruitment process
- An understanding of candidate motivation, mobility, perception and remuneration – the power of being in the know



## Talent Insight

- Organisational Design – an understanding of a functional structure, key personnel, reporting lines and locations
- Remuneration Surveys – real-time remuneration data within a functional area at the required job level(s)
- Perception Audits – real-time marketplace data that cuts to the chase, showing you what people really think of your organisation
- Location Insights – to help focus your mind where the talent is situated



# So why are we different... ...and unique



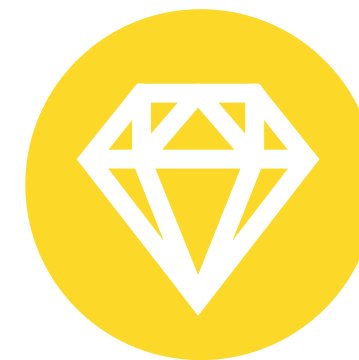
## Methodology

A mixture of telephone and web based research. We don't rely on out of date, unreliable online profiles, we rely on 40 years of accumulated research expertise.



## Passive marketplace

If you believe what the CIPD says, 80% of candidates are "passive" and not all can be reached by job boards, LinkedIn or databases. We find the 'un-findable'.



## Multi-faceted

Any geography, any department, any specialism. We have experience in most sectors. Whether you are looking for a vet or a CEO, a Finance Manager or a Chemical Engineer, we can help you reach them.



## Real-time insight

We don't use job boards, or a candidate database. Your business and your opportunities are unique, and we think your people should be as well – so we will never send you CV's you have seen from 'x' number of agencies.



# So why are we different... ...and unique



## Partnership

We want to help your Employer Brand, in whatever way we can, whether that's pipelining for the future or for an immediate need.



## Cost model

1 project fee, as many hires as you need. You only pay for our time, we won't EVER charge a percentage fee. You know your costs up-front, and we guarantee we will be beat any agency or head-hunter fee.



## Reporting

We produce market and organisational insight at an extremely competitive rate in comparison to traditional methods. We will also provide you with all collateral intelligence on any project we work on.





# Recent results...

...the proof is in the pudding



## **£1million saving**

Our retained agreement since 2016 has saved this Healthcare provider this figure in comparison to utilising expensive search or agency organisations.

## **Talent Search**

Significant hires in the fields of finance, IT, commercial, clinical & operations, saving this Healthcare provider multiple £1000s

## **Talent Pipelining**

100s of appropriate individuals identified & pre-screened, which are this Healthcare provider's intellectual property for future use with no additional fees

## **Talent insight**

Bespoke projects available to this Healthcare provider in relation to organisational design, external salary benchmarks and best locations for new market entries.

## **Flexibility**

Providing the service this Healthcare provider actually needs... for example where you have the in-house resource to engage with the external marketplace, but just need help finding the right people! This collaborative approach can reduce external spend further.



# Placements

## Senior Hires

**Sales Director**

**Hospital Director**

**Head of Category  
Management - Primary  
and Secondary Services**

**Head of Category  
Management - Tertiary  
and Specialist Services**

**Head Of Commercial  
Development**

**Strategic Client  
Director**

**National Theatre  
Lead**

**Group Financial  
Controller**

**Commercial & Category  
Development Director -  
Hospitals**

**5844 individuals identified, 325 CVs**

# Key Selling Points

## How we save you £££...

■ 12 key hires

■ Our reach is multi-functional

■ Both Head Office & Clinical

Combined Basic Salaries	Talent Acumen Fees	Saving against 25% search / agency fee	Saving against 30% search fee	Saving against 33% search fee
c.£1,160,000	c.£110,000	£180,000	£238,000	£272,800

**All candidates are your intellectual property... at no additional cost**

**Added-value market insight re client perception, depth of talent pools and remuneration... at no additional cost**

Retained partnership over 3 years means an in-depth understanding of the business strategy, EVP & culture which translates into candidate attraction & screening





# Succession Planning

## Board-Level Candidates

**Chief Financial  
Officer**

**Regional Finance  
Director, Europe &  
China**

**Group CIO**

**Group CFO**

**Chief Commercial  
Officer**

**COO & Deputy Chief  
Executive**

**Pharmacy  
Director**

**Interim CIO**

**Regional Finance  
Director**

**810 individuals identified and 51 CVs**



# Key Selling Points

## How we save you £££...

■ 1 key hire already covers the fee

■ Our reach is across all board roles

■ Pre-engaged & qualified candidates

### Talent Acumen Fees

£59,200

### Average 30-33% search fee

c.£60-66,000

### Future Savings

c.£60-66,000 per hire

**All candidates are your intellectual property... at no additional cost**

**Added-value market insight re client perception, depth of talent pools and remuneration... at no additional cost**

An ability to expand upon the current pipeline at any time via your desired search criteria



# talent acumen

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[www.talent-acumen.com](http://www.talent-acumen.com)

**David Murphy**

Managing Director

+44 (0)7707 808951

[david.murphy@talent-acumen.com](mailto:david.murphy@talent-acumen.com)

**Will Betts**

Director

+44 (0)7710 492238

[will.betts@talent-acumen.com](mailto:will.betts@talent-acumen.com)



[www.linkedin.com/company/talent-acumen](http://www.linkedin.com/company/talent-acumen)

