

Why The Curve Group are the Superheroes of the Executive Search World

With so many recruitment and resourcing firms looking to provide the perfect Executive Search offering, what is it that makes The Curve Group different to the rest, and how is it that this small but rapidly growing company can compete with the recognised market leaders in this space?

After winning the Recruitment International 2017 Award for 'The Most Innovative Recruitment Company' it is not surprising that The Curve Group has recently been exploring this question and challenging perceptions about what makes for the perfect offering.

With the benefit of constructive contributions from clients and an extensive network, as well as candidate feedback, the answers have aligned perfectly to the business ethos and culture that can be found running through the very core of the corporate values of The Curve Group to:

- **C**reate Relationships
- Realise **A**mbitions
- Be **P**assionate
- **E**xplore Possibilities

So, how does that translate to delivering an Executive Search Service that offers more than the rest?

Recruiters at The Curve Group are notably adept at developing strong, sustainable Client Relationships that are based on mutual trust.

Even after a candidate is placed the dialogue is ongoing with a comprehensive post placement care program and

conversations that develop into meaningful, long-term relationships.

The strength of the relationships facilitates a deep understanding of the client company, its ethos and culture, a recognition of the personalities and how best to translate that into conversations with the prospective candidate(s).

It provides for transparency about the role requirements, benefits and challenges and rewards The Curve Group with one of the highest response rates in the UK (41% vs an industry average of 18% as provided by LinkedIn). This approach encourages passive candidates to respond to our direct head hunt approaches and active candidates to get in touch and apply to our campaigns.

After a significant investment of time and effort to identify the ideal person, it is frustrating when candidates withdraw from the process or relinquish the post after a brief time in the role. The approach of The Curve Group actively encourages what is referred to as Employee Stickability©.

This means that when a suitable candidate is placed, they are less likely to withdraw their application, decline an offer or tender an early resignation.

Lyndsey Simpson, CEO of The Curve Group, and acknowledged as being one of the most influential women in business in 2017, regularly features on National Radio and attends numerous corporate events to contribute to debates on current issues and to explain how the approach of The Curve Group differs from that of other firms. Talking

about being a Magnet for Talent© for the clients that we represent greatly increases the network of contacts that the team have access to when looking for that ideal candidate.

The Curve Group has been recognised as a 'Highly Commended Fast-Growing Company' (CBI Growing Business Awards). Operating as a smaller company within this segment allows for an approach that can more easily embrace the concept that 'one size does not fit all' and enhances the ability to be agile and adapt to our client's ever-changing business priorities.

Executive Search has been described as a necessary cost of sourcing the right talent for high profile roles. With much lower overheads than many of the larger consultancies, The Curve Group provides a very competitive service that is both lean and efficient whilst retaining the ability to adapt with pace to realise the ambitions of the client.

Experienced Head-hunters, averaging well over 20 years of both recruitment and business sector experience, demonstrate a keen passion for holding intelligent, meaningful and insightful conversations with potential candidates that elicit engagement from even the most elusive executives.

This passion also means that the members of the Executive Search team are personally invested in supporting the client to meet their resourcing needs. This is strengthened with regular contact through dedicated Client Account Directors to ensure that the priorities and challenges of the client are understood and form an intrinsic part of the resourcing process.

The Curve Group has the confidence, gravitas and credibility to push back and challenge a client brief where necessary.

By providing insight and market intel that have the interest of the clients at heart. The team can work as strategic business partners, supporting and contributing to the achievement of the resourcing strategy.

Named in the Everline Future 50 UK's most Disruptive Businesses Report, and as one of the 50 fastest growing, privately owned recruitment companies in The Recruiter's FAST 50 2019 report, The Curve Group is not afraid to challenge the status quo and go 'that extra mile' to search for the ideal candidate.

Our search expertise goes way beyond robust technology platforms. Exploiting a wealth of experience across the business and working with intuition and insight, our dedicated team of talented recruiters will tirelessly explore all possibilities to find a perfect match.

If you're interested in finding out more about how we can help you with the strategic and operational aspects of your Recruitment and HR management i.e. with your people, we would love to hear from you.

Give us a call on 01295 811486 today or find out more about what we do and other ways to get in touch via our website: www.thecurvegroup.co.uk.

Established in 2004, we are the UK's largest privately-owned Recruitment and HR provider. We deliver agile, ethical and configurable people solutions across the entire Recruitment and HR spectrum. Our mission statement, or quest as we would say, is to create extraordinary people solutions that transform working lives.



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