



FACT SHEET

# Apex<sup>™</sup> by PeopleScout

Elevating Professional Search in the Public Sector

## Finding Your Perfect Match in Senior Talent

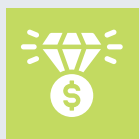
In the diverse landscape of public sector organisations, leadership needs are as varied as the communities you serve. Finding the right match demands a bespoke approach—one that places fair and open competition at its core.

That's why we've developed Apex, our senior professional hiring solution backed by three decades of UK public sector recruitment expertise across various frameworks. Connect with leaders who have reached the pinnacle of knowledge and skills in their field.

Apex offers tailored search campaigns and comprehensive recruitment management, delivering high-quality results without the premium costs often associated with agency-led placements. Our approach is meticulously adapted to your organisation's unique needs, ensuring we identify candidates who align seamlessly with your vision and values. We've built our process on the principles of transparency and equal opportunity, promoting open competition and helping you meet the highest standards of public sector recruitment.

Secure the leadership talent your organisation needs to deliver outstanding public services with Apex.

## Why Choose Apex by PeopleScout?



### Amplifying Value

Comprehensive professional search without the premium price tag of agency-led placements.



### Wide-Reaching Talent Networks

Decades of experience and extensive professional connections. Our reach across the UK ensures a wide-ranging search to find the right leader for your organisation.



### Framework Guidance

We work across numerous frameworks and can guide you through the process to help you understand your options.



### Focus on Quality:

Rigorous processes to assess skills, cultural fit and long-term potential to secure appointees who drive success and excel in public service roles.



### Comprehensive Market Research

Thorough local and international talent mapping and competitor analysis, giving you the insights you need to gain a competitive edge.



### End-to-End Management

We handle the entire journey, from initial search to candidate onboarding. Both candidates and hiring managers get an exceptional experience.



### Enhanced Candidate Experience:

We ensure clear communication, timely feedback and respect—upholding your organisation's reputation.



### Dedicated to Diversity

We champion equality and inclusion, leveraging our diverse networks and data insights. We collaborate with you to eliminate barriers and ensure fair practices throughout the recruitment process.

## The Apex Approach

### 1. Building the Brief:

Our professional search team meets with your hiring panel and HR department to understand the role, selection criteria, timeline and desired outcomes.

### 2. Setting the Search Strategy:

After building a role profile, we work with you to create an inclusive job description and an advertising and search strategy that showcases your EVP and values.

### 3. Mapping Available Talent:

We conduct a thorough analysis of potential talent sources, including private and public sector organisations and our extensive networks, to provide insights into the available talent pool.

### 4. Presenting a Long List:

We present a long list of potential candidates for hiring panel review, ensuring a broad representation and adherence to equal opportunities principles.

### 5. Refining to a Shortlist:

We conduct initial screenings, narrowing down the field to the agreed number of candidates. The hiring panel receives a detailed brief for each candidate addressing the established criteria.

### 6. Designing Fair Assessments:

Our team of occupational psychologists can be engaged to develop objective, role-specific assessments that support fair and open competition.

### 7. Supporting the Selection Process:

Our team arranges interviews for shortlisted candidates according to your process.

### 8. Managing the Offer Stage:

Our professional search team coordinates the formal offer and employment contract, managing the process until the candidate has committed to the role. Plus, we maintain contact with your new appointee until they start, ensuring a standout experience with your organisation.

## Ready to Find Your Next Great Leader?

LET'S CONNECT