



**FACT SHEET**

# Apex by PeopleScout

Elevating Professional Search to New Heights

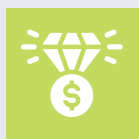
## Finding Your Perfect Match in Senior Talent

No two companies are alike, and neither are their leadership needs. Finding the perfect fit requires a unique approach—with human connection at the center.

That's why we've developed Apex, our senior professional hiring solution backed by three decades of global recruitment expertise. Find leaders who have reached the peak of knowledge and skills in their field. Apex offers bespoke search campaigns and comprehensive recruitment management, delivering the quality of traditional professional search without the premium price tag of agency-led placements.

Our approach is meticulously tailored to your organization. We work closely with you to understand your specific needs, company culture and goals, ensuring we find candidates who align perfectly with your vision. By integrating your Employer Value Proposition (EVP) into every aspect of our recruitment activities, we tell your organization's story to find the right leaders for your teams. And our commitment doesn't end with the placement—we provide continued support until your new leader is firmly established in their role.

## Why Choose Apex by PeopleScout?



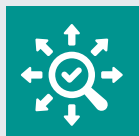
### Amplifying Value

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



### End-to-End Management

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



### Comprehensive Market Research

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



### Dedicated to Diversity

We champion diversity, leveraging our diverse networks, step-up candidates, and data insights. We work with you to remove hiring barriers and ensure inclusive practices throughout.

# Apex Success Story in Consumer Goods

## ROLE: HEAD OF OPERATIONS

A consumer goods organization needed to fill the critical role of Head of Operations. They wanted a leader with highly specialized technical experience, exceptional leadership skills and a strategic vision. However, due to this unique combination, the potential candidate pool in their local area was limited. Our professional search team mapped national and international markets, eventually presenting a short list of six qualified candidates. Following four rounds of interviews, the client selected an international candidate, and PeopleScout negotiated remuneration and relocation assistance within the client's budget.

## The Apex Approach

- 1. Building the Brief:**

Our professional search team meets with your hiring manager and HR team 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 job description copy as well as an advertising and search strategy that showcases your EVP.
- 3. Mapping Available Talent:**

Looking at competitor organizations and delving into our networks, we build talent maps and insights into the available talent pool.
- 4. Presenting a Long List:**

We present a long list of potential candidates for the hiring manager to review and confirm we're on the right track.
- 5. Sifting for a Short List:**

At this stage we conduct telephone interviews, whittling down the field until we have the agreed number of candidates to move forward. The hiring manager receives a brief for each candidate that addresses the agreed selection criteria.
- 6. Building Bespoke Assessments:**

Our team of organizational psychologists can be engaged to help develop a bespoke assessment approach to help you evaluate each candidate.
- 7. Supporting the Selection Process:**

Our team arranges interviews for shortlisted candidates according to your process. We conduct verbal reference checks and organize background checks as required.
- 8. Managing the Offer Stage:**

Our professional search team coordinates the offer letter and employment contract, managing the process until the candidate has committed to the role. Plus, we stay in touch with your new leader until they start their new role, ensuring a standout experience with your organization.

**Ready to Find Your Next Great Leader?**

**LET'S CONNECT**