



**Recruiting Exceptional Talent for our Clients**

# How Novo can help you



Novo is a leading executive search and selection company. We provide our clients with the most innovative executive search and selection methodologies, industry expertise and networking capabilities. Our services provide competitive advantage to clients through executive recruitment and high value human resource consultancy.

## How we help you

We help clients find exceptional leaders who fit their culture. Our executive search consultants have national and international experience in many industries such as finance, life sciences, consumer, healthcare, technology, engineering and many more.

Clients retain our executive search and selection services when they are looking to achieve positive change, growth and competitive advantage.

Our clients range in scale from start-ups, to privately-held family firms, and to the world's largest corporations.

Recruitment of executives into career positions such as CEO, MD or Professional Management Jobs is our speciality. Working closely with our clients we have a wealth of knowledge and experience and our executive recruitment skills are second to none.

Our highly developed and sophisticated executive search capability allows us to quickly identify the best individuals in the marketplace to match a specific set of defined core competencies.

We also advise clients on competitive remuneration and rewards packages.



# Our vision, our mission, our values

## Our vision

Novo aspires to be a profitable, respected, executive search and selection consultancy. To provide comprehensive, value-added executive recruitment services to our clients through a well-rewarded, dedicated team who work in an enjoyable and challenging working environment.

## Our mission

Novo Executive Search and Selection’s mission is to make a significant commercial contribution to our clients’ successes through delivery of imaginative, creative and effective consultancy solutions.

## Our values

- Clients and candidates are of paramount importance; this is reflected in our attention to detail, our integrity and discretion
- We strive for flexibility and creativity, at all times focusing on each client’s individual requirements and delivering effective, tailor-made solutions
- We will provide a committed and thorough service, take nothing for granted and be rigorous in our efforts to deliver the highest quality results.

*“This is the fifth senior manager recruitment undertaken by Novo on behalf of EPRL. Each time the process has been smooth and in each case the eventual successful candidate has hit the ground running and made a positive impact on the business.”* **CEO, EPRL**





90% of our executive search assignments reach offer stage within 6 weeks.

95% are successfully completed.



Novo consultants have on average over 15 years executive search experience.



We have successfully worked with over 6,500 Chief Executives.

# Our services – adding real value to your organisation

Our executive recruitment and executive search consultants operate with the highest levels of professionalism, integrity and ethics. We strive to always exceed our clients' expectations by adding real value to their business.

Our ambition for our clients' success means we are always proactive and can help clients expand into new services, markets and locations.

We invest heavily in training and development ensuring that all of our executive recruitment consultants apply the most reliable and effective tools and techniques for solving clients' challenges in a consistent manner. We work closely with our clients and have a wealth of knowledge and experience. Our executive recruitment skills are second to none.

- Executive search
- Management search
- Advertising selection
- Rapid database search
- Psychometric profiling
- Merger and acquisition research
- Recruitment process consulting
- Market intelligence/competitor analysis
- Salary surveys
- Response handling
- Agency management



**Peter Tucker** Director



**George Woodward** Director



**Dale Perrett** Director



**Jon Hollier** Director



**Jo Watkins** Director



**Ryan Mills** Director



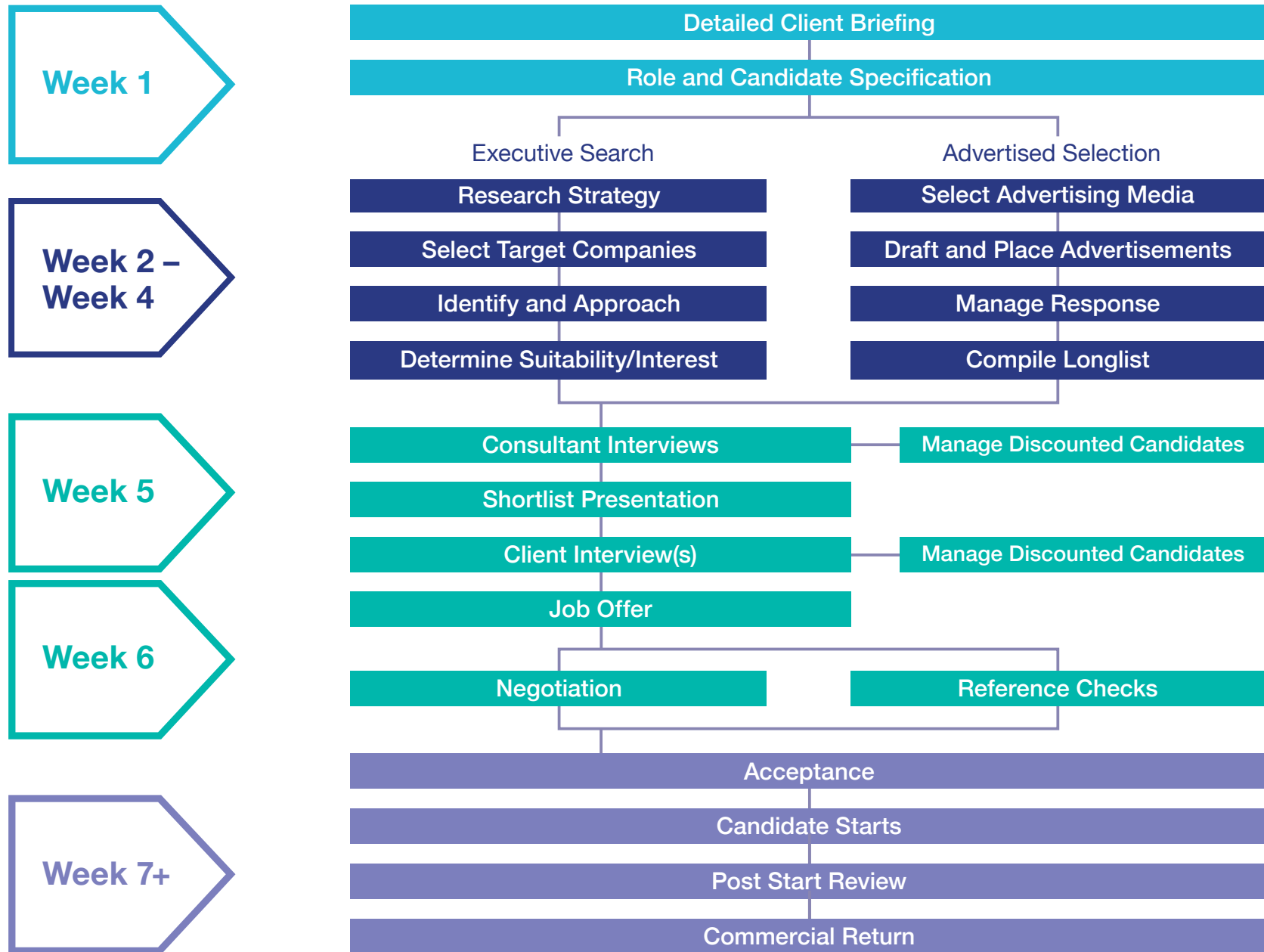
**Matthew Searle** Director



**Jonathan Shepherd** Director



# Project Timetable



# International search – operating nationally and globally

We have a successful track record of executive recruiting, across all continents. We are able to draw upon the considerable experience of our consultants and researchers many of whom have multi-lingual skills.

We work across a range of industry sectors in each region and have a broad understanding of the issues organisations face in each sector. In addition to understanding these factors, we recognise that there may be specific issues to overcome within a specific market, geography and culture.

Through a collaborative culture focused on successfully delivering recruitment projects across the globe, Novo rises to the challenge of utilising high-value human resource and consultancy services to take your business forward. We aim to deliver our clients the best possible service to satisfy their international executive recruitment challenges.

All our executive search consultants and researchers have a wealth of commercial experience internationally and unrivalled insight into their specialist sectors. Our executive search consultants offer a professional service, working ethically and with integrity to establish strong relationships with clients.

## International solutions

Novo Executive Search and Selection invests heavily in training and development ensuring that all of our staff apply the most reliable and effective tools and techniques for solving clients' international recruitment challenges in a consistent manner.



We have worked globally for clients.

**55%** of our work incorporates international executive search.

# Building client relationships

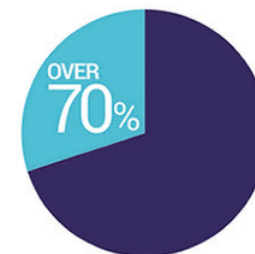
We help our clients find great leaders to take their organisations to the top. If the right leaders aren't currently in your business, we look externally to identify top executives and leaders.

## Our sector experience

- |  |  |
|--|--|
| <b>Aerospace, Aviation and Defence</b> | <b>Legal</b>                           |
| <b>Construction and Property</b>       | <b>Manufacturing and Industrial</b>    |
| <b>Consumer Products and FMCG</b>      | <b>Marketing</b>                       |
| <b>Energy</b>                          | <b>Not for Profit and Third Sector</b> |
| <b>Engineering</b>                     | <b>Public Sector</b>                   |
| <b>Environmental</b>                   | <b>Renewable Energy</b>                |
| <b>Financial and Accountancy</b>       | <b>Sports and Leisure</b>              |
| <b>Financial Services</b>              | <b>Support Services</b>                |
| <b>Healthcare and Life Sciences</b>    | <b>Technology</b>                      |



For further information please contact  
**Dale Perrett (Director) on 0844 241 2064**  
 or [dale.perrett@novoexec.com](mailto:dale.perrett@novoexec.com)



Over **70%** of our executive search appointments are promoted within the first year.



## What our clients say

*"Thanks to Novo for all their support and professionalism in helping us appoint an excellent Engineering Director. Your contribution has been much appreciated."*

**Head of People, MWH Treatment**

*"It was evident throughout my dealings with Novo, that they had put a high level of effort in and shown their focus above and beyond with their hard work.*

*I would have no hesitation in recommending Novo Executive Search and Selection, they are resilient, true grafters and in summary, they earned their fee. We will be using the consultancy again."*

**HR Manager UK & IE, Wilo (UK) Ltd**

*"It was lovely to work with you and your team, this was an excellent result."*

**Head of HR, Central Bedfordshire Council**

*"As always, it has been a delight working with you. You are my first port of call whenever we need serious talent!"*

**CEO, OCT**

*"You have done a fantastic job... your work gets taken for granted a lot but you really have found a special candidate for us, so really well done."*

**Senior Partner, Forrester Sylvester Mackett Solicitors**

*"The service provided was very professional, thorough and efficient. The end result was a successful one. I would be happy to recommend Novo's services to other businesses in the market."*

**Head of Recruitment, Appetito**

*"Many thanks for all your help with senior hire recruitment."*

**Director of HR, Coffin Mew Solicitors**



**Tel 0844 241 2064** [www.novoexec.com](http://www.novoexec.com)

Bristol | Birmingham | London | Manchester | Oxford | Glasgow