



Sometimes the benefit of using a recruitment search partner is that they will consider and approach people that you would never have dreamed of or may have automatically discounted for the best and most valid reasons.

Imagine the brainstorming session we all go through when we are first looking to hire.

- Who can we think of that would be good for this role?
Who do we know?
- How about that guy you used to work for – he wouldn't possibly be interested?
No he is too senior I can't imagine he would be interested!

And so, we move on and continue to look. I mean how many of us would consider a previous manager as a fit for a job we were vacating as part of our own internal career movement?

Well, the benefit of someone slightly removed from the situation is usually a more objective stance and they may well go and ask someone that for completely reasonable and understandable reasons has been missed or not thought of.

It is this open thinking that served us well when we can across Andy Dawes when searching for Experienced account managers for our client Laser2000. Now Laser2000 is a highly successful business with a very well-regarded team. They were looking for an experienced and credible candidate to join them as an account manager for one of their most important accounts. On paper and at first glance Andy Dawes who it turns out had managed one of the existing directors of the business earlier in their careers.

As it turned out we approached Andy at just the right time as he was thinking of a new challenge and what we had on offer to him was perfect. He had thought of Laser2000 but was not sure whether they would consider him so had not yet made an approach. On the other hand, when we introduced Andy to the team at Laser2000 they were super enthusiastic. The call came through "Andy was one of the best bosses I ever had! He would be a great asset for us. We would never have thought of him. So, Andy was taken through the full recruitment process and accepted the job offer.

Now this might sound like "lucky recruiter, right place right time but there you would be mistaken. It is about getting to know the client and their needs and understanding that the reasons that some might have passed on Andy we understood that his seniority in his career was actually the very thing that brings the credibility, confidence, gravitas that made him perfect for the role. Selling and discussing the opportunity with the prospect meant we were able to match an experienced professional who wanted an environment where he would be able to make an impact both with customer solution providing and also in terms of culture and development of the internal team meant that the role and challenge suited him as perfectly as he suited the needs of the business.