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Key characteristics that **successful executive search firm s**hould possess or **you as an organization** should carefully look at before deciding on the appropriate executive search partner for your Critical Management Recruitment.

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#1

Industry knowledge and expertise: Successful executive search firms have a deep understanding of the industries and markets in which they operate. They stay up-to-date on industry trends and have a network of contacts that they can leverage to identify top talent

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#2

Strategic approach to talent acquisition:

Successful executive search firms take a strategic approach to talent acquisition, identifying not just candidates who meet the immediate needs of their clients, but also those who have the potential to grow and succeed in the long-term

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#3

Strong relationships with clients and candidates:

Successful executive search firms build strong relationships with both their clients and candidates, based on trust, transparency, and mutual respect. They understand the needs and goals of their clients and will identify and attract candidates who are a good fit for the organization

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#4

Ability to source and assess talent

Successful executive search firms will identify and assess top talent, using a combination of traditional and innovative methods. They have a thorough understanding of the competencies, experience, and personal qualities that are required for success in different roles and industries and they know exactly how to measure job performance on past and current employers

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#5

Effective use of technology:

Successful executive search firms use technology to enhance their processes and improve efficiency. They leverage data analytics tools to track trends and identify opportunities, and use innovative tools such as AI and machine learning to screen and assess candidates

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#6

20% principle

Minimum 20% of the total number of candidates in any search should be formed of new identified talents / executives on the rise from the market

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#7

Efficiency of a boutique firm with a strong international market brand:

As a boutique firm you can be assured the principal search partner/ consultant you engage to conduct your search will remain intimately involved in its execution and will be personally accountable for its successful completion in comparison to large executive search firms where the execution of searches are relegated to junior members of the team, in what's referred to in the industry as "leverage"

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#8

Faster search completions:

The average presentation of qualified candidates generally happens within four weeks, with completion of a successful search typically 30 days faster

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Successful executive search firms combine industry expertise, strategic thinking, strong relationships, talent acquisition skills and effective use of technology and proved-efficient methodologies to deliver results for their clients and candidates. By focusing on these key characteristics, executive search firms can build a strong reputation and a loyal client base, while also attracting top talent and staying competitive in the ever changing fast-paced marketplace.

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