The Godliman Search Process

Universe Mapping

- Desk Research: Collating Press and Internet reporting
- Telephone identification

"Quantitative" Research

- Mapping Team Structures
- Researching CVs/Biographies
- Sales Figures/Fund performance
- Salary Survey/Benchmarking

Sourcing

- Telephone Research

"Qualitative" Research

- Sourcing Previous Employees of Candidates' current company
- Sourcing colleagues of Candidates' previous companies
- General Sourcing of Peer Group
- Sourcing of ancillary service providers (eg: Investment Consultants, Trustees, etc)
- Market perceptions of Client Company

Godliman Long List

- Long List Universe presented to Client, with analysis of team structures;
- Highlight Target List of Potential Candidates
- Agree actual Target List with Client

Approach Target List

- Godliman approaches target list candidates to gauge willingness to move;
- Godliman Interviews Target List Candidates;
- Agree Short List Candidates

Client Interviews

- Assist in scheduling Meetings so as to optimise 'momentum';
- Provide Feedback from Candidates;
- Assist in Salary and Contract negotiation

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