



Alan Mitchell's Search and Selection Service

The reasons to use search vary depending on the role, the level and the current state of the market; but the one unchanging requirement is to find the best person or team for the job. Using our excellent network built up since 2002, and our highly skilled research team, we are confident of being able to produce the best possible shortlist for every client assignment that we take on. The types of search assignment we work on at Alan Mitchell cover a broad spectrum and include roles such as:

- Mining Investment Banking Team in London for an international bank
- Healthcare Corporate Finance Director for a global advisory firm
- Chief Executive for a VC backed life science company
- Chief Executive for a middle eastern utilities company
- Associates for a London based technology boutique
- Mining equity research analyst for a mid-cap securities house in London
- Business services equity research analyst for an international investment bank

Our success rate is 100% to offer stage.

The method we use is tailored to the individual but covers the following key points:

Briefing

It is vital we obtain a clear grasp of the exact requirement. The aim is to establish the selection criteria and produce an accurate and comprehensive job and candidate specification. It is also our opportunity to establish the company's aims, objectives and culture.

Candidate Information

Once briefed, we prepare a Candidate Information Sheet for discussion, amendment and approval. This forms the basis of our search.

Research

Once briefed, we prepare a Candidate Information Sheet for discussion, amendment and approval. This forms the basis of our search. Together with our consultants, our team of researchers formulate a search strategy.

Target List

The market sector is analysed, mapped, and a comprehensive target list is drawn up covering all sources to identify individuals who meet the specification.

Initial Contact

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Interview Appraisal

Potential candidates are individually screened and a short list of candidates are presented for interview.

Report

A comprehensive report is prepared and presented on each short-listed candidate.

Appointment

We will, if required, assist in structuring the offer and negotiating with the successful candidate on the remuneration and benefits package. We will stay close to both parties to ensure that the stage of offer, acceptance and start date proceeds smoothly.

Our fee structure

Our fees are extremely competitive – we charge 25% of the fee on briefing, 25% on shortlist acceptance and the final 50% on completion. This is heavily biased to successful completion unlike many of our competitors who charge 70% before completion.