

9/2023

# RM6290 Executive & Non-Executive Recruitment Services



Crown  
Commercial  
Service  
*Supplier*



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## Introduction



**Goodson  
Thomas**  
Executive Search. Corporate Insight

At Goodson Thomas, our team of experts is made up of people-oriented professionals who can provide you with a level of service and engagement to match your requirements, taking a tailored approach and offer targeted solutions.

We offer three core talent sourcing products, as well as a host of corporate insight services, that can enhance the performance of your business:

- ◆ C-Suite and Executive appointments
- ◆ Non-Executive and Trustee Board appointments
- ◆ Mid-Senior Management appointments

As successful sector generalists, our specialism is the ability to assess strong leadership profiles. We take time to understand your ambitions as an organisation, as well as the strategic and cultural impact you need from each appointment and test the market to match your requirements.

We act as advocates for your brand in the marketplace, assessing the technical and cultural suitability of every applicant and present them objectively to support you in ensuring you make the right appointment.

We have a strong reputation for delivering high quality appointments for Welsh businesses, but our reach is UK wide and international in scope, and we strive to deliver dynamic and diverse candidate pools with every project.

In the last year, 62.5% of assignments won are repeat business and 70.8% are public sector roles.

**We'd love to work with you!**

## Working with us

We act as trusted partners to our clients, understanding your challenges and triumphs and advocating your needs in the labour market.

Search is our expertise, granting us access to active and passive talent to source the right candidates for your business.

We work on an exclusively retained basis, which enables us to take ownership of your executive, non-executive and senior talent needs and deliver a candidate field that meets the same high standard that has set us apart from other agencies.

As your search partner, we represent your brand to all prospective candidates, and we speak with every applicant, testing their technical and leadership experience, assessing their motivation and the contribution they can make to your culture

We are proud of the value inherent in our offer, and confident you won't find a more competitive solution in the market.

## Our Corporate Insight Services include:



Talent Reviews



Talent Evaluation



Succession Planning



Organisational Design,  
Reconfiguration and  
Reorganisation



Board Review



Trustee / Board Training



Equality & Diversity  
Strategies



Employee Engagement



Strategic Planning



Trends Identification



Employer Branding  
(employer choice)



Rewards & Compensation  
Evaluations

## Why work with us

Right now, employment confidence is high. However, it means competition for well-qualified senior talent is fierce, which makes in-house recruitment campaigns challenging, costly and time-intensive.

Almost half of businesses (47%) are reporting hard to fill vacancies\*, and so they're looking to develop more enticing propositions for candidates, leading to increases in remuneration and greater flexibility than ever before.

Digital platforms and an openness toward remote teams are becoming increasingly prevalent, allowing businesses to expand their geographic reach and improve their diversity and environmental impact.

Whilst many employers are looking to develop talent in-house, this doesn't necessarily address the skill and experience gaps within their workforce.

Tackling these problems on behalf of clients is our business and we work hard to ensure we can be the missing piece in the recruitment puzzle.

## Diversity and Inclusion

Diversity and creativity are at the heart of our work. In pursuing growth as a business, we have deliberately sought to attract appointees with diverse mindsets, outlooks and beliefs; enriching our ability to effectively undertake our search. We consistently challenge each other to ensure our judgements, assessments and analyses are robust and evidence-based, and we continuously seek to add value to each and every client and candidate engagement.

With a sector leading fill rate of 99.5%, we stand on excellent foundations to progress further.

We are a signatory of the Standard Voluntary Code of Conduct for executive search firms and adhere to these gender diversity standards., and we have been part of Business In The Community's 'Age Inclusive' network.

We have developed relationships with socially beneficial movements, to maximise the exposure of our clients' opportunities to tackle barriers to equality of opportunity and under-representation in the senior jobs market.

At Goodson Thomas, we strive with every project to search deeper and wider to accurately represent the talent and skills available in the labour market, without conditions.

## Delivery

### Our Approach

#### Week 0

- ◆ Briefings around the role and candidate requirements
- ◆ Define and devise the person specification and Candidate Brief
- ◆ Proposals as to where and how to advertise the vacancy
- ◆ Production of recruitment materials and advertising

#### Week 1-4

- ◆ Sourcing of suitable candidates via Executive Search
- ◆ Response handling, liaising with candidates
- ◆ Producing a summary assessment of each candidate
- ◆ Provide Management information including diversity monitoring

#### Week 5

- ◆ Longlisting meeting

#### Week 6-7

- ◆ Competency based interviews and comprehensive reporting
- ◆ Personality assessments for shortlisted candidates

#### Week 8

- ◆ Shortlisting meeting
- ◆ Conduct due diligence checks of shortlisted candidates

#### Week 9-10

- ◆ Final Panel Interviews & appointment

## Our Guarantee

At Goodson Thomas we have confidence in the quality of our processes and the expertise of our team. We are proud of our track record and our market leading fill rate of 99.5% across 220 appointments.

More than this, we are committed to being more than just another supplier to our clients. We strive to act as your commercial partner on the project and we offer the following guarantee to assure you of our commitment to achieving the right outcome for your business.

We will continue searching until you make an appointment; and if that candidate leaves the post within the first 6 months, we will return to the market to source a replacement free of charge.

## Testimonials

“Not only did the breadth of candidates presented to us exceed our expectations but the support through the shortlisting, interview and selection process was invaluable”  
*President, Learned Society of Wales*

“A comprehensive, bilingual, end to end service that I believe is second to none in Wales and I have no hesitation in recommending Goodson Thomas to any other organisation in the public, private, trust port or charitable sectors” *Chairman, The Port of Milford Haven*

“You provided a high level of expertise to seek out a strong field of candidates, and a recruitment campaign which attracted international attention” *Trustee, National Botanic Garden of Wales*

“Even though led by Goodson Thomas they very much made the approach a partnership, consulting at each stage of the process.” *Director of Operations & Corporate Services, Social Care Wales*

“It was obvious that the consultant had done their research and their professional approach led me to explore a position that I might not otherwise have found.”  
*Director of Digital Services, Welsh Ambulance Services NHS Trust*

“The relationship between our two organisations felt like a great example of successful partnership working, and we were kept fully engaged throughout the whole process.” *Service Delivery Manager, Citizens Advice*

“I have no hesitation in recommending Goodson Thomas’ services, they truly are an exceptional outfit.” *Chair, Hywel Dda University Health Board*

“Over the years, we have built a trusted relationship and feel that the team at Goodson Thomas have taken the time to understand our culture, values and vision and use their expert knowledge to ensure they deliver an exceptional service.” *Head of HR, WJEC CBAC*

“The team were a joy to work with; impartial, professional, challenging, developmental and insightful... where to stop?” *Chief Executive, The Port of Milford Haven*

“Right from the start they were responsive, ensured that I had an excellent understanding of the role I was applying for, tested my competencies and ability to fulfil the role. Throughout the process, they were in regular contact, sharing information, maintaining my interest and ensuring I was ready for interview.” *Director of People & Innovation, Housing Association*

## Goodson Thomas Team



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# Get in touch

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Diolch  
Thank you