

# The Executive Search Consultancy...

HillierRose provides executive level, hiring solutions to a diverse range of organisations looking to embed or transform senior leadership capability. Our approach blends an extensive knowledge of people development with a creative ability to access and engage the right talent. We believe that to thrive in the coming years, organisations will need to invest in leadership strategies that engage candidates from

their first interaction with the organisation right through to supporting ongoing personal and professional development.

**HillierRose supports the attraction, assessment and engagement of exceptional leaders.**

## With an edge

HillierRose is led by Emma and Michelle who have blended their extensive experience of business ownership and senior level hiring with leadership development and workforce planning. Our entrepreneurial backgrounds and combined expertise mean we see people and leadership through a rather different lens. Of course, you will recognise all the traditional search processes as we work with you to define the brief, conduct several candidate assessments, processes, produce detailed shortlist reports, support, and guide your interview process and manage offer processes. But you will also notice some differences:

+ We use our wealth of experience in delivering leadership development strategies to position the brief perfectly. We know what transformational leaders want and need so engage the right people with the right message.

+ Our candidate identification and attraction process is informed by 20 years' experience in senior hiring and workforce planning. It is also influenced by multi sector expertise and visibility across technology led marketplaces.

+ We are empathetic to the challenges Founders and Directors face when selecting pivotal members of their leadership team. We are not just recruiters, but business leaders who understand what it takes to build successful organisations and the people needed to make this happen. It heightens our ability to get under the skin of candidates, how to deep dive into their competencies to be sure they are the right fit both skilfully and culturally and align to business values.

+ Our knowledge and credibility allow us to sit in on interviews as active or passive participants. This ensures continuity in the candidate experience and enables us to work with you to assess how candidates respond at different stages of the process.

+ We are a small boutique team who remain hands on from scripting the brief to onboarding the candidate.



**Emma Rose**

**Founder, Executive Search Partner**

Emma is an expert in building senior leadership teams. Having built and successfully exited her own digital hiring agency, Emma has a longstanding career in the digital and staffing industry and 5 years ago pivoted her personal development into workforce planning and delivering leadership hiring alongside people strategies for a diverse range of companies.

Her career has supported large numbers of executive hiring decisions and people journeys across multiple, disruptive organisations and industry sectors. Alongside, investors, founders and other senior stakeholders she has supported significant leadership hires and transformed capabilities to meet demanding and sustainable business objectives.

Her entrepreneurial background and career to date invites curiosity and conversation. Her ability to

analyse and influence who a business has access too is vital, as is her ability to make connections, install confidence and be able to give structured advice to the people she champions.

Emma's career has landed her both sides of the fence, so she fully understands people decisions and the impact from all angles. She has recruited a large number of renown business leaders and teams and continues to support their ongoing career pathways.

How people are seen and valued within a business is core to Emma's drive. She sweats the detail, embraces diversity and is an empathetic and gritty leader, who's tenacity will continue to support change for good and people progression within the staffing services she enjoys.

<https://www.linkedin.com/in/emmamcnamara>



**Michelle Hillier**

**Founder, Executive Search Partner**

Michelle is devoted to supporting and championing a diverse number of businesses and their leaders with key hiring, learning and development and leadership reward and recognition strategies.

The owner of a highly successful people development business, Michelle is a proven expert in the field of skills assessment, skills development, coaching and senior level hiring. She has a passion for developing leaders and really turning the course of people performance within organisations, so they have structured learning paths, developed managers and business leaders who have clear strategic vision, values and objectives to obtain results.

As an executive recruiter, Michelle has the rare ability to understand both current capability and development potential in the leaders she works with. This is of huge benefit to our clients and a rarity in the executive recruitment sector.

Michelle works directly with the executive teams

within the HillierRose portfolio of clients to analyse the performance of the current management teams, to identify skills gaps and build leadership development programmes that directly address those gaps and drive the performance of the organisation in line with organisational strategy.

Her prior recruitment and workforce strategy experience has seen her deliver large scale projects where high-volume hires have been required quickly. She has an ability to know exactly what is needed to deliver the hiring needs at speed, whilst building and training the leadership teams needed to continue this work once she has gone.

An unapologetic optimist, Michelle is deeply passionate about embedding leadership change into the companies that need it and assessing leadership potential to actively support business scale and revenue growth.

<https://www.linkedin.com/in/michelleahillier>

## Who we support?

We are industry agnostic and specifically work with scaling companies that are keen to start the hiring process to embed key leaders and, scaling companies who need to increase the capability or capacity of current leadership structures. We support companies who need to make business critical hires; the key people that will lead from the front and/or transform an organisation to be truly successful. Our focus is always on the talent and their potential to exceed expectation.

## We hire

- + Board, C-Suite and Director level
- + Head of Department Management  
(People/Finance/Marketing/Operations)
- + Commercial and Sales Leaders
- + Digital Transformation/Technology/Product  
/Intelligence and Analytics

## Working as Partners

If you are an MD / CEO or Founder of a company at the embryonic growth stage, you will know how important it is to have a strategy and budget aligned to those first key hires. Your founding members or leaders may want to engage specialist hiring partners to support both early and ongoing headcount growth. HillierRose will acknowledge that strategy and advise how best and who best to approach and engage with. If you are at a growth stage where the current people process in the business requires a systemised approach or scaling now requires a dedicated resourcing partner, we are here to help plan and execute an in-house talent acquisition hire or an outsourced solution. Partnering with us means we will learn and grow alongside your company. All people orientated strategies can be supported by our expertise and you can feel confident that your company will grow by hiring great talent. We are successful business owners and leaders ourselves so know the numerous hiring headaches every business can encounter on route to success. We also understand the true cost of bad hiring and will work with you to ensure your hiring budgets are both realistic and reflective of the marketplace and people you want to hire.

**Engaging us as partner means we negotiate terms that work to the needs of your growing business. We offer flexibility in fees across executive hires and highly competitive rates for additional business involvement in leadership development and workforce strategy.**



## Getting started

**1** The first stage of any executive search process is a detailed briefing meeting. We want to understand it all. Why is this requirement so important? What will making the hire make possible and what does not having this person in place restrict? Who in the organisation is involved in the process, what sensitivities might exist around existing team members or partner organisations? All of this helps us build a compelling narrative to take to market.

**2** We then take all of this, alongside any job description you have, information on the organisation and key stakeholders and compile a candidate briefing document that will be used to share the details of the opportunity and company with suitable candidates. This is a valuable piece of employer branding collateral, and we ask you to review this and sign it off. We will also define the parameters of the search and share these with you. The industry sectors and types of organisations we will be targeting and the different candidate profiles that we believe will yield the successful candidate.

**3** Once the briefing document is signed off, we begin our search (as detailed above) and suggest a weekly update call to keep you up to speed with progress and as the search progresses to discuss specific candidate profiles and arrange interviews.

**+ Finding you exceptional leaders, is what we do best.**

Let's start a conversation,  
[hello@hillierrose.com](mailto:hello@hillierrose.com)

---