

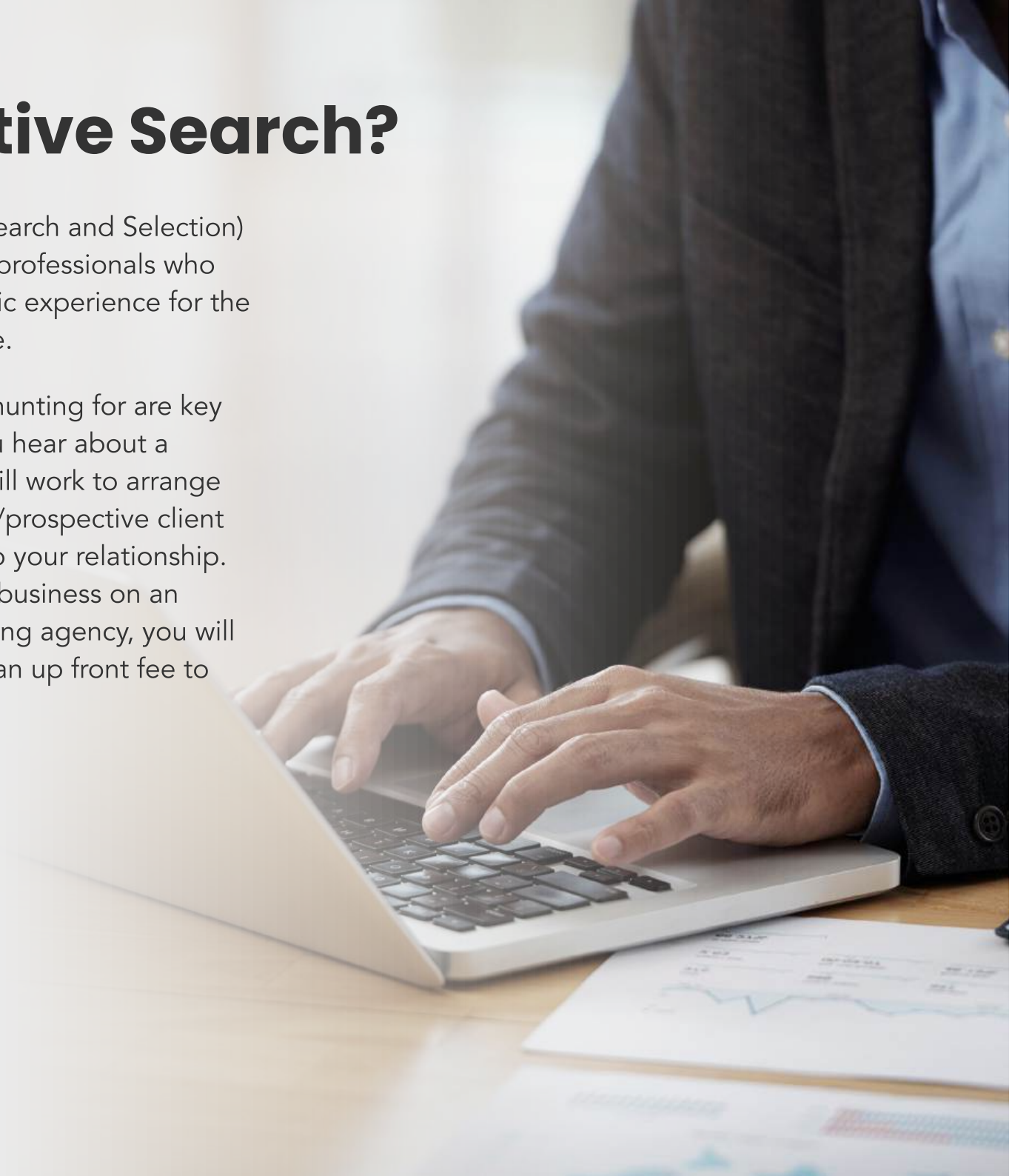
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Executive Search Career Overview

What is Executive Search?

Executive Search (also referred to as Search and Selection) is the process of headhunting C-Suite professionals who possess a particular skill set and specific experience for the most senior vacancies across the globe.

The types of roles you would be headhunting for are key to an organisation's success. When you hear about a potential vacancy in the market, you will work to arrange a series of meetings with your existing/prospective client to understand the brief and to develop your relationship. You will often have to pitch to win the business on an exclusive basis and if you are the winning agency, you will be retained by the client who will pay an up front fee to secure your services.



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The types of candidates you will be headhunting will be CEOs, CFOs, COOs and other executive level professionals. Their salaries start from £100,000 and can go beyond £1,000,000 depending on who your client is and what the job role will consist of.

Due to the seniority of the roles, the candidate pool at this level can be small and it is your job to build a network and map the market in order to know all of the candidates who are suitable for the positions you have been retained to fill. The process of filling a C-Suite role can take anywhere between 3 months to 18 months and during this time you will be consulting your client often, market mapping, enticing suitable candidates, delivering longlists, presenting final shortlists and eventually ensuring that the desired candidate accepts the role, settles into the organisation well and is making the intended impact.

Executive Search is a highly consultative and sophisticated sales role. It attracts people who are very academic, emotionally intelligent and natural problem solvers who have the potential to be trained to converse with and advise boardrooms of C-Suite professionals. A career in Executive Search can offer excellent progression opportunities, earning potential of £200,000+ per annum and exposure to top tier businesses and professionals.

Earning potential and career progression in Executive Search

With a reputable firm, you can expect a clear and structured progression path and route to management. On average, Search Consultants can progress from Researcher to Partner in 10 years. A typical Executive Search career path will look something like this:

Year 1 – Year 3:

Basic Salary: £28,000 - £35,000

On Target Earnings: £35,000 - £65,000

Position: Junior Associate/Researcher/Analyst

Year 3 – Year 5:

Basic Salary: £45,000 - £55,000

On Target Earnings: £70,000 - £90,000

Position: Senior Associate/Researcher/Analyst

Year 5 – Year 7:

Basic Salary: £60,000 - £70,000

On Target Earnings: £100,000 - £150,000

Position: Principal Consultant/Associate Director

Year 7 – Year 10:

Basic Salary: £70,000 - £100,000

On Target Earnings: £150,000 - £200,000

Position: Director

Year 10 and beyond:

Basic Salary: £100,000 - £150,000

On Target Earnings: £200,000+

Position: Partner > Managing Director

We have clients who have Search Consultants earning in excess of £700,000 per annum. Search firms charge high fees which reflect the seniority of the roles they are recruiting for, therefore your earning potential as a C-Suite headhunter is also very high!

Benefits package in Executive Search

Executive Search is a prestigious industry which offers some incredible benefits. You can expect:

- Monthly Lunch Clubs at Michelin star restaurants
- Annual 5* Company Wide Trips (Skiing, South of France, USA, Dubai and more!)
- Company credit card for client and candidate entertainment
- Business trips and travel across the world (when required)
- Private healthcare
- Gym membership
- Company phone and laptop

Company culture

Company culture varies from business to business depending on their size, leadership style and the sectors they recruit into. We like to think we have something for everyone and work with a range of search firms to fit our candidates' individual needs. Just tell us what you are looking for and we can tell you your options. One thing we can guarantee is that you will be working with like-minded and sociable people who enjoy the rewards of their hard work.



What does it take to be a Search Consultant?

We are looking for people who have a desire to be successful. Executive search offers a rewarding career but it can be a challenging and demanding job. The pressure is on and the stakes are high when you are working with some of the best businesses and professionals in the world. We need people who can prove they are hardworking and determined. You would need to fulfil two or more of this criteria:

- Ideally have A* - B grade A Levels AND a 2:1 degree or above from a Top 30 University
- A track record of achievement throughout your life, for example:
 - Been a Prefect, Head of House or Sports Captain in Sixth Form/College
 - Represented your University's 1st team in a sport
 - Work experience or internships in corporate environments
- Smart, emotionally intelligent and personable with the ability to communicate well and the confidence to deliver presentations
- Hard working, patient and a natural problem solver
- Multilingual
- Career driven



Get in touch

If you want to find out more about Executive Search as a career path, please get in contact with us to arrange a confidential and non-committal conversation. We can explore if this is a career for you and talk about your options.

A woman with long brown hair, wearing glasses and a light-colored vertically striped button-down shirt, is smiling while talking on a black mobile phone. She is standing in an office environment with desks and chairs visible in the background. Her left hand is in her pocket.

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