

Our Firm and Our Values

Hawes Partners was founded in 2006 with the belief that a smaller team with fewer clients would provide a superior quality of service, shorter timelines and ultimately be more cost effective. We believe that this type of service is valued over the fast-food service approach of the larger corporate and global executive search companies. Our approach does not rely on ideology alone, but utilizes the "best practices" of executive search learned from working inside these global firms.

"Raising the Bar"; Hawes Partners is much more than just another boutique retained executive search firm. Search is our core excellence; however, we have the old-fashioned idea that great customer service extends beyond just fulfilling a client's mandate. Our ultimate goal is about forging long-term relationships with you, our client, understanding your culture, aspirations and personalities. In this way, we are able to respond quickly and accurately to your needs. We realize of course that we need to prove our mettle with every single search in order to build this long-term relationship. This is where we shine.

We adapt to your needs. We have developed an agile approach to our service; hence, we can carry out all aspects of a full search on your behalf or we can integrate individual areas of expertise into your selection process.

Chris Hawes, Managing Partner, has successfully recruited leaders in virtually every sector and functional specialization in Canada. He is regarded as particularly adept in solving difficult assignments. The knowledge gained and lessons learned during these assignments have provided the cornerstones and guiding principles of Hawes Partners. These include:

Our clients' success is our success. We work in partnership with the client to provide the ideal candidate for the role. Real success is measured in the longer-term when that candidate has "delivered" for the client.

Each search is unique. Original research and focused recruiting offer our clients the greatest value. Understanding each client's needs, culture and goals is the key to identifying the right candidate.

Quality over quantity. One cannot deliver top quality when trying to serve many clients at a time. It is our goal to limit our team's workload to no more than two clients each at a time.

Treat candidates with professionalism. We represent our clients. However, the manner in which we as a recruiting firm present opportunities and treat our candidates, especially those who are rejected, reflects on our clients.

Integrity. We operate to high ethical standards in all that we do. Above all, we respect the people that we work with whether they be clients, candidates or our networks. We believe in being as upfront and honest as possible, within the bounds of propriety, and wherever possible we will "tell it as it is". You can rely on us to give you our honest and informed opinion rather than what we think you want to hear.

References. We believe that the satisfaction of our clients, our previous success and our record of repeat business are our best credentials. With this in mind, we would be pleased to provide references from previous clients should you wish. The Bottom Line. We enjoy our work and take great pride in what we do and achieve. We don't merely want you to be happy with the person that we have found for you, we want you to be delighted with the service that we have provided and the whole experience of working with Hawes Partners.