

Executive Search

A company's greatness, or mediocrity, lies not in what it does, but in the way that it does it. With a strong sense of quality, ethics and professionalism underlying a service provided by competent and experienced practitioners who keep abreast of the latest trends and thinking, Hawes Partners intends to show GREATNESS in the field of executive search.

Executive search, as the name implies, is about being able to search out and assemble for you a group of high calibre managers or executives to become potential candidates. The art of search is for us to be able to understand your culture and needs, to be able to clearly articulate these to potential candidates and to assess their suitability (or otherwise) early on in the search process. The reality is that your ideal or perfect candidate may not actually be out there; however, there will be many people that are very close and will have a spread of skills and abilities around what you want. We will bring you the best selection possible for you to make the final choice. The ability to do this constitutes our core excellence.

As a compact, locally based firm, we offer several unique advantages:

Larger Candidate Pool. Large search firms (especially National and International) are significantly restricted by "off-limits" policies that reduce the pool of qualified candidates they can recruit. Because of the boutique nature of our firm, our client base is smaller therefore allowing greater access to a larger pool of qualified candidates to draw from.

Dedication. We believe in a "quality over quantity" approach to executive search. We limit our workload to a maximum of two assignments per team member, and invest our time in delivering better, more thorough searches.

Speed. Limiting our workload allows us to finish searches faster without compromising quality. We typically take 4-6 weeks to complete a search where other firms spend 8-10 weeks.

Attention and Reporting. Our focus on your search allows for more frequent, more informative reporting. This gives you more opportunity to direct and re-focus the search as it unfolds.

Understanding Your Culture. The first step in our search process is an in-depth interview with the key people in your organization. We take the time to genuinely understand your needs before beginning any assignment.

Original Research. Many larger firms try to avoid research by relying on large, unwieldy networks of stale contacts. Instead, Hawes Partners conducts fresh, in-depth research for each and every assignment it undertakes.