

advancing business through people



holmes noble  
Candidate Charter

## Introduction

Today's leaders expect a high-quality service when it comes to their candidate journey. From information about workplace culture and in-depth knowledge of the current market to the values of a potential employer. Those firms operating at senior level of executive search need to offer more than just an opportunity or a role. They have to offer a holistic candidate experience.

This charter commits into writing the values and approach that Holmes Noble has always prided itself upon when it comes to candidate experience.



93%

of all Holmes Noble mandates were filled in the past 12 months.

36%

of Holmes Noble placed candidates have been female in the past 12 months

13%

of all Holmes Noble candidates placed in the last 12 months, have been from a BAME background.

# The Candidate Charter

The Holmes Noble process can be summarised as follows-

- 1 | **Tailored process**
- 2 | **Be supportive**
- 3 | **Focus on candidates personal goals**
- 4 | **Thorough onboarding process**

## Tailor the Process

Candidates who are leaders in their profession have earned the right to be selective and questioning about their next career step. They expect their recruitment journey to be tailored to their needs; therefore Holmes Noble ensure they have researched the candidates career path, aspirations and personal requirements before matching them to positions that offer exciting and new multifaceted challenges.

The business environment has become increasingly busy with demanding requirements and stressful situations. Candidates require a process that recognises those pressures and a negative experience can often dissuade a candidate from progressing further. When a candidate applies the brakes during the recruitment process, it's often because they have experienced something unsettling. For example, inconsistencies in how the position has been described or sometimes it's because the candidate has been brought back for multiple repetitive interviews prompting them to have second thoughts about the opportunity or business culture.

Holmes Noble ensures that in all its dealings the process is; smooth, all communications are timely and clear, and feedback flows both ways.

## Be Supportive

Holmes Noble supports candidates throughout the corporate courting process. This involves being provided with market-leading industry insight, analysis and cultural fit assessments to guide them through the primary stages of the recruitment journey.

Candidates can rely on all the foundation work being done before they walk into any meeting with a potential employer. They are armed with all the knowledge for the role and understand how their skills and abilities match what is needed. They will have been fully briefed on how the cultural fit and personality of the business matches their own.

## Focus on the Candidates Personal Goals

It's easy when recruiting for senior level roles to focus all conversations around the needs of the business rather than those of the individual fulfilling a position. However, at Holmes Noble, a candidate's personal goals and career path progression is equally important to the businesses targets and objectives.

Candidates want to know how a position will enhance their career, rather than feeling that they are just filling a role.

Holmes Noble always dedicates time to understand the candidate as well as understanding the role. It is our job not only to satisfy the client but to also ensure that the candidate will be happy and productive in their new role.

## Thorough Onboarding Process

A formal onboarding process should ideally to be in place during the critical first few months of candidates being in a new role. Senior Leaders expect the onboarding process to help speed learning and traction while improving their personal productivity so they get off to a great start.

Through it's consulting practice Holmes Noble is able to supplement the employers onboarding process through, coaching, organisational design, team building and mentoring.

## About Holmes Noble

Holmes Noble is an executive search and consulting firm that prides itself on being different, thereby standing out from the 'herd'. Founded in 2005 by the Chief Executive, Michelle Carson-Williams, because she wanted to provide a more strategic and partnership based service to her clients, where the industry had been known to be very transactional in nature. To this day the DNA of the firm is permeated with this desire. Consequently, not only does the firm provide executive search, it offers a complete portfolio of services, including leadership coaching and development, and interim management.

All organisations, no matter which market or sector, depend on the right talent for the right role at the right time. This is no different at Holmes Noble. The Executive Team and Heads of Practice have been chosen because of their experience, reputation, sector and functional knowledge, and belief in the founding principles of the firm.

In today's world, where the right talent can propel a business to the top decile of performance, having the support of Holmes Noble means that you have the best talent partner by your side. Being an agile firm means that Holmes Noble is more flexible than the 'big six' of executive search, and you can be assured of satisfaction because each and every one of our clients are important to us. We don't survive because of being in the 'big six' club, we thrive because of our commitment to our clients, resulting in repeat business as we become a trusted partner. Furthermore, as part of the INAC network, a strategic alliance of like-minded firms, Holmes Noble is able to offer a global presence and service.

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