



HopkinsLongworth



“We are all aware that we are living in an age of uncertainty – it’s a time when strong leadership is critical in order to steer organisations to success, when motivating employees is paramount, and attracting the very best people into the organisation is key.

The challenge for HR Directors and in-house recruiters is now greater than ever. Against a backdrop of ongoing skills and talent shortages – most likely to be further exacerbated by Brexit – there are also additional challenges such as increasing diversity and successfully navigating a candidate driven market.

Yet despite the climate of change and the uncertainty in the UK economy, employers are continuing to hire and increase their workforces, and employees are continuing to seek new opportunities (research at the beginning of the year revealed that almost two thirds of employees were planning to change job during 2017). The recruitment market is buoyant and today’s complex market dynamics require employers to be fast-paced and flexible in order to attract and secure their share of top talent. Forward-thinking employers need to think creatively about how they attract candidates and how best to retain them.”

Jane Longworth, Director, HopkinsLongworth

“As Partners and Trusted Advisors to our clients, we also approach our Search & Selection activity with creativity as well as with our trademark high quality and attention to detail. Sourcing appropriate candidates, particularly around challenging assignments, is increasingly difficult for employers – and HopkinsLongworth has a strong success rate in this area by using a combination of our market insight, research expertise, resourcefulness and candidate attraction capabilities.

As a boutique Executive Search Practice, we have a fierce passion for adding value to our clients’ recruitment and resourcing agendas. This is not just around candidate sourcing and engagement techniques for Executive Search assignments, but also by adapting our services to meet our clients’ current needs.

We have expertise in research, market mapping, assessment, recruitment process consultancy and career coaching – and are happy to shape services to match client requirements. In fact, as the market has evolved we are increasingly working with clients’ in-house recruitment teams to provide skills, services and resources to complement their own activity. We are agile and innovative and are very proud to play a key role in helping our clients to address the recruitment challenges they face.”

Sarah Hopkins, Director, HopkinsLongworth

Functional & Geographical Reach

HopkinsLongworth’s recruitment activity encompasses multiple successful assignments across the following disciplines:

- HR
- Marketing / Commercial
- Procurement / Sourcing
- Manufacturing / Operations
- R&D / Innovation
- Strategy
- Risk & Compliance
- Sales
- Supply Chain
- Finance
- IT
- Consulting
- Property

Our geographical reach extends across:

- UK
- Europe
- US
- Australia
- New Zealand



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To provide more insight into our expertise, below are a selection of assignments which HopkinsLongworth has successfully completed:

People Director for a FTSE 250 business

Role: Recruit the organisation's first ever People Director to support the newly appointed CEO

Remit: A strong, engaging HRD to shape and drive a Group People Agenda, Strategy & Plan to support the complex, multi-site business in the UK and the developing international footprint

Candidate Requirements: Excellent change management, HR Leadership plus strong OD & Reward expertise

HL Challenge: Source appropriate candidates striking the right balance between strategy development and a hands-on approach to execute the People Agenda in an operationally-driven business without 'airs and graces'

Success: We conducted a blended approach to candidate sourcing; ultimately securing a heavyweight, blue-chip candidate who is relocating from mainland Europe to the UK

VP Procurement & Strategic Category Managers for a global manufacturing company

Role: In 2016 we managed the Search for a Belgium-based VP Procurement EMEA to transition the Procurement function from Local Operational Purchasing to Strategic Procurement at a regional level and to create a best-in-class Procurement Academy and the delivery of significant savings as a return on the high investment into the function

HL Remit: Throughout 2017, we have worked with the VP Procurement to recruit his team of Strategic Category Managers, based in Luxembourg, who will shape and drive the category strategies for each key spend area

Candidate Requirements: Significant domain / category expertise, blue chip Procurement credentials and the ability to drive change in a complex matrix structure

Success: We mapped the Procurement functions of all Luxembourgish companies and worked to attract candidates from around Europe to supplement a small local talent pool. In total, we have helped to recruit 10 roles across Europe

Head of European IT Centre

Role: European IT Director based in Germany, with a remit across four lines of business across 75 European locations

Remit: Lead the transition of the European IT function from a service-led culture to a customer-centric and business-focused model; and support the development of billable IT services

Candidate Requirements: Commercial capability and influencing skills to re-engage senior business stakeholders

HL Challenge: Deliver a short list of candidates with IT technical expertise in a Sales/Distribution environment plus the change leadership and transformation skills required to steer a long-serving IT function through a major change of operating model and culture

Success: Candidate sourcing in English and German resulted in the appointment of a blue-chip multi-lingual candidate

Risk & Compliance Director for a leading restaurant chain

Sensitivity: A highly sensitive and confidential appointment to a high profile role to protect the reputation of the brand

Role: Assess and mitigate risk and provide a safe, secure and compliant working environment against a background of rapid business growth in both the UK and overseas

Candidate Requirements: A true change agent with a track record in developing a real safety culture, shifting ownership for safety across the organisation from 'good' to 'excellent'

HL Activity: A discreet Search into direct competitors and closely aligned companies. The sourcing process was undertaken with full confidentiality and the use of NDAs to facilitate the introduction of shortlisted candidates to the COO

HL Challenge: A board restructure at the end of the recruitment process changed the reporting line of the role. This required close communication, expectation management and careful positioning with the chosen candidate

Success: Appointment of a high profile hospitality industry name

Market Mapping, Research & Long-Listing

In addition to Executive Search, we have a proven track record in Market Mapping, Research and Long-Listing. Our multi-lingual researchers use a range of research tools and methodologies to help clients to understand talent pipelines and markets. We can map the organisation landscape of target companies – your competitors or key players in your market – identify organisation structures, senior individuals, locations, job role content and career paths.

We have recently helped an FMCG company to make an informed decision on the investment it would need to build a new team in a particular sales channel and have supplemented the shortlist for a senior R&D/Innovation role based in France, with a European remit.

For more information about how HopkinsLongworth can help your business, please contact:

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