

5 step process to executive recruitment

eXceeding's five step process connects the right candidate to our clients every time.



1. Analyse and define your requirements

A detailed analysis of your requirements is undertaken to determine the skills, qualifications, experience and personal attributes required for the position. We create a list of mandatory and desired criteria which candidates are required to meet to be considered for the position.



2. Sourcing candidates

We create a talent sourcing strategy based on your exact requirements that will attract the most talented candidates. Our consultants use a wide variety of methods to attract and find candidates that meet your exact needs. eXceeding have a high presence within online and digital platforms and a vast network that enables the best talent to be sourced and put forward for screening.

How do we source talent?

- Head hunting.
- Trusted network.
- Database search.
- Website search engine optimization (SEO) of all job postings.
- Advertising through jobsites.
- Targeted social media and event-based advertising.
- Promote the client's image through our online and digital media outlets.
- Promote job opportunities to suitable candidates.
- Promote positions throughout the UK and abroad.

We can source talent from any location where skills, experience and qualification levels are the highest, which gives us access to high calibre candidates that are right for you no matter where they are located.

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3. Screening candidates

As part of our quality assurance framework we ensure that all candidates are screened using this process which results in only those that meet the criteria of assessment getting through to the next stage. Our process for screening is:

- Pre-screening of CVs for all candidates.
- First screen telephone or video call.
- Appropriate profiling.
- Second screen with senior recruiter to assess the candidate's ability, communication skills, leadership ability and personality traits.
- Those candidates that have met the criteria and have met our client's requirements are progressed to the next stage.



4. Candidate preparation and interview

We prepare the candidate with all the relevant information for them to have the best opportunity during the interview process. However, we never forget we're working for the client, so we will coach the candidate to be genuine and not to say and do anything inauthentic. We want them prepared, for our client to have a fair and accurate appraisal of them.



5. Feedback

At this stage we gain feedback from the client and candidate to assess their perceptions of their suitability and performance during the interview process. We will investigate and explore any areas of concern, ensuring our client has complete confidence in the candidate and our service.