

WESKAY

Board + Executive **Leadership**



TalentFinder

Our Bespoke Market Mapping Service

TalentFinder - Take A Proactive Approach

Attracting the best talent takes strategy and planning. TalentFinder, our bespoke Market Mapping service, can play a key role in providing the research needed to take a strategic and proactive approach to talent acquisition. Use it to complement your internal recruitment function or as the starting point for an external recruitment process.

> What Is Market Mapping?

Market Mapping is a proactive, data-gathering phase that Executive Search firms use to precede any candidate search. It's the analysis and interrogation of a market to find people within the sectors, industries and functions who also have the skills and knowledge that are relevant to an employer.

Our market maps provide invaluable insight into active and passive candidates and can assist with hard to fill roles, succession planning, talent pipe-lining, and diversity lead hiring assignments.

Bespoke Market Mapping

To ensure a completely bespoke and relevant outcome we'll take a full brief from you on:

- Scope and profile of what you want mapped
- Specific information it needs to provide
- Your preferred format for the output
- The level of engagement you desire with the target market
- The follow up required with the target market in the future

> TalentFinder - 3 Key Advantages

1.

Efficiency

Research data on the marketplace and potential candidates lets you be proactive and more efficient in talent acquisition

2.

Market Insights

Understanding your own needs, the market and competitors allows you to make better informed decisions sooner and gain an appreciation of where talent will be hard to find.

3.

Offset Risk

Identifying potential gaps and key candidates in advance of need allows you to mitigate risk and time to fill roles.

Our TalentFinder research service will gather all the data and information in order to compile the market maps you need to make strategic recruiting decisions. See improvements in quality-of-hire and speed-of-hire, and a reduction in cost-per-hire.

How TalentFinder Has Been Used

TalentFinder has a myriad of uses as it is tailored to your specific needs.

Here's some examples of how our clients have used TalentFinder.

Augmenting in-house recruitment capabilities

by providing an additional pool of candidates to access and activating those who are not proactively looking.

Reduction of recruitment costs

by combining our data with in-house resources to reduce the reliance on external end-to-end search assignments

Development of in-house recruitment skills

to augment in-house recruitment functions and assist them in developing the skills and knowledge to proactively target and engage with talent

Development of long term talent pipeline

by identifying a potential candidate pool and engaging with them

Succession planning input

by identifying external candidates that can be acted upon at short notice

Competitor information

of a wide range of remuneration and employment conditions that can be used for benchmarking purposes

Diversity data

that quantifies the realistic probability of recruiting a diversity qualified candidate against a particular brief

Target international markets

to augment a local talent pool in situations where few skills and experience exist locally

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