



The specialists  
in senior HR  
recruitment

HR Heads

HRHEADS.CO.UK

## About HR Heads

Established in 2009, Heads Resourcing Group encompasses three brands: Executive Heads, Procurement Heads and, ourselves HR Heads.

HR Heads is a market-leading consultancy specialising in placing senior HR professionals in a range of environments across the UK. We work with ambitious, growth-orientated businesses to ensure their people appointments align with both the organisations' goals and cultural aspirations moving forwards. Nurturing passive networks of exceptional HR talent, we have successfully supported businesses in transforming their most valuable resource – their workforce; from Personnel to HR, to People and Organisational specialists.

Our broader value-add proposition sees us hosting monthly webinars with subject matter experts, profiling senior HR leaders in our Big Interview series, and championing sustainability and Equality, Diversity & Inclusion within the HR profession. Our partnership with the CIPD sees us regularly featured as guest speakers, sharing thought leadership within the HR profession and industry.

### Our reach and achievements



**50,000**

LINKEDIN  
FOLLOWING



**4.8**

GOOGLE REVIEW  
AVERAGE



**92%**

RETENTION  
RATE



**65%**

SENIOR/VP/CEO/  
DIRECTOR LEVEL

## Our Purpose & Values

### Our Purpose

To deliver recruitment as a professional service. We engage with leaders across HR, procurement and executive functions to make their organisations successful. More than just a recruitment company, we provide a suite of talent solutions tailored to your business needs.

### Our Values

#### Rewarding Relationships

For us, it's personal. Relationships are pivotal to our existence and we place great value on their development.

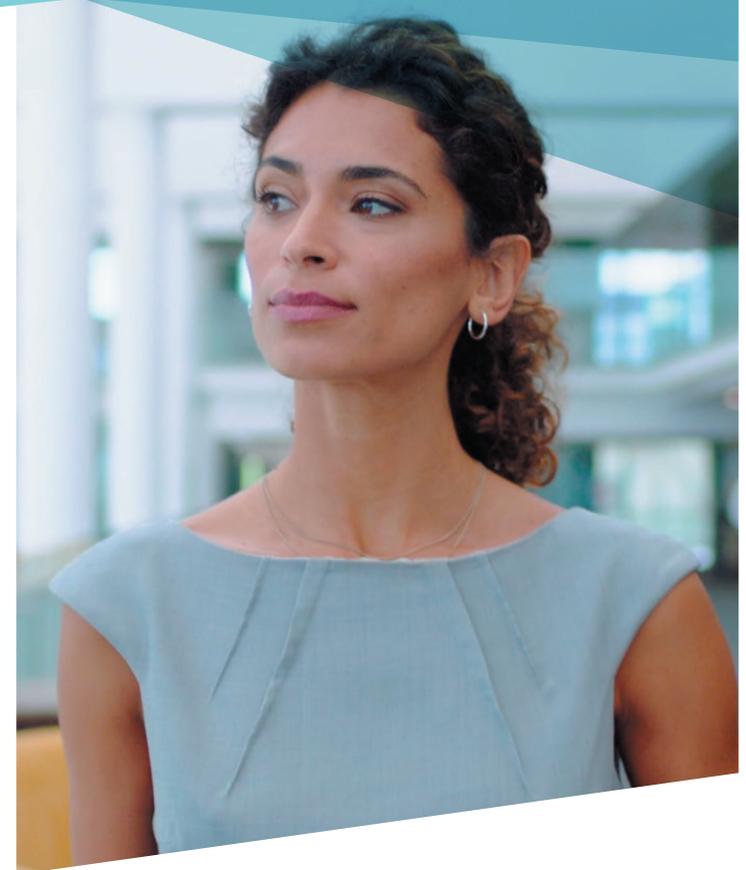
We encourage collaboration through our unique referral scheme 'The Heads Up' and are driven by a desire to build deep long-standing partnerships. Our goal is to act as an ambassador for the teams and individuals we support.

### Exceeding Expectations

More than just a recruitment company, we engage with leaders to deliver the unexpected when it comes to sourcing talent. Going beyond 'filling the role', we advise, challenge, champion and are innovative in the value-add solutions we provide.

### Doing the Right Thing

Doing the right thing is not difficult. Knowing what the right thing is, that's where we come in. Everyone has a responsibility for the choices they make. We pledge to lead the way by championing Equality, Diversity & Inclusion and Sustainability.



## Our Services

Combining expert industry knowledge with evolved products that add value, we help you hire incredible talent. Operating on a retained, exclusive and contingency basis, we pride ourselves on supplying the best, not just the available...



## PROCUREMENTHEADS



Chief People Officer / HR Director  
Organisational Development  
Wellbeing  
Diversity & Inclusion  
Reward  
Learning & Development  
HR Operations  
Business Partnering

Chief Procurement Officer  
Procurement Director  
Head of Procurement  
Head of Category  
Category Management  
Supplier Relationship Management  
Sourcing  
Buyers

Chief Executive Officer  
Chief Operations Officer  
Chief Supply Chain Officer  
Managing Director  
Operations Director  
Head of Operations  
Commercial Director  
General Manager

## Our Services

In addition to the suite of permanent offerings, we deliver interim management solutions across all sectors for strategic business-critical transformations, functional and operational leadership and crisis and gap management.

We reward our clients for their loyalty and partnership through our pricing structure and have successfully placed candidates with leading brands both nationally and internationally, across an array of industries.

INDUSTRIAL	PHARMACEUTICAL & LIFE SCIENCES	CONSUMER	PROFESSIONAL & FINANCIAL SERVICES	PUBLIC SECTOR
<ul style="list-style-type: none"> <li>Defence</li> <li>Transportation &amp; Logistics</li> <li>Construction</li> <li>Energy &amp; Utilities</li> <li>Manufacturing</li> <li>Engineering</li> <li>Chemicals</li> <li>Automotive</li> <li>Aviation &amp; Aerospace</li> </ul>	<ul style="list-style-type: none"> <li>Pharmaceutical</li> <li>Life Science</li> <li>Medical Devices</li> <li>Consumer Healthcare</li> <li>Healthcare</li> <li>Biotech</li> <li>Nutraceuticals</li> <li>Personal Care</li> <li>Animal Health</li> </ul>	<ul style="list-style-type: none"> <li>FMCG</li> <li>E-commerce</li> <li>Telco</li> <li>Technology</li> <li>Food &amp; Drink</li> <li>Consumer Electronics</li> <li>Retail</li> <li>Media</li> <li>Travel &amp; Leisure</li> </ul>	<ul style="list-style-type: none"> <li>Financial Services</li> <li>PE &amp; VC</li> <li>Banking</li> <li>Management Consultancies</li> <li>FM</li> <li>Outsourcing</li> <li>Legal &amp; Accountancy</li> <li>FinTech</li> <li>Insurance</li> </ul>	<ul style="list-style-type: none"> <li>Central Government</li> <li>Local Government</li> <li>NHS</li> <li>Housing</li> <li>Charities</li> <li>Education</li> <li>NGOs</li> <li>Emergency Services</li> <li>Armed Forces</li> </ul>

## Our Process



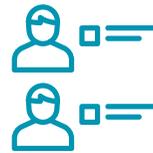
### DEFINE

Collaborate to understand your recruitment needs, challenges, EVP, and brand proposition



### IDENTIFY

Source, headhunt, and attract talent to match your requirements and culture



### SHORTLIST

The best candidates for your role by assessing capability and behavioural fit



### MANAGE

The interview, assessment, and offer process to secure the best talent for you



### SUPPORT

With contracts, compliance, engagement, and ultimately the successful placement

## What our clients say

### **We act as an ambassador for your business**

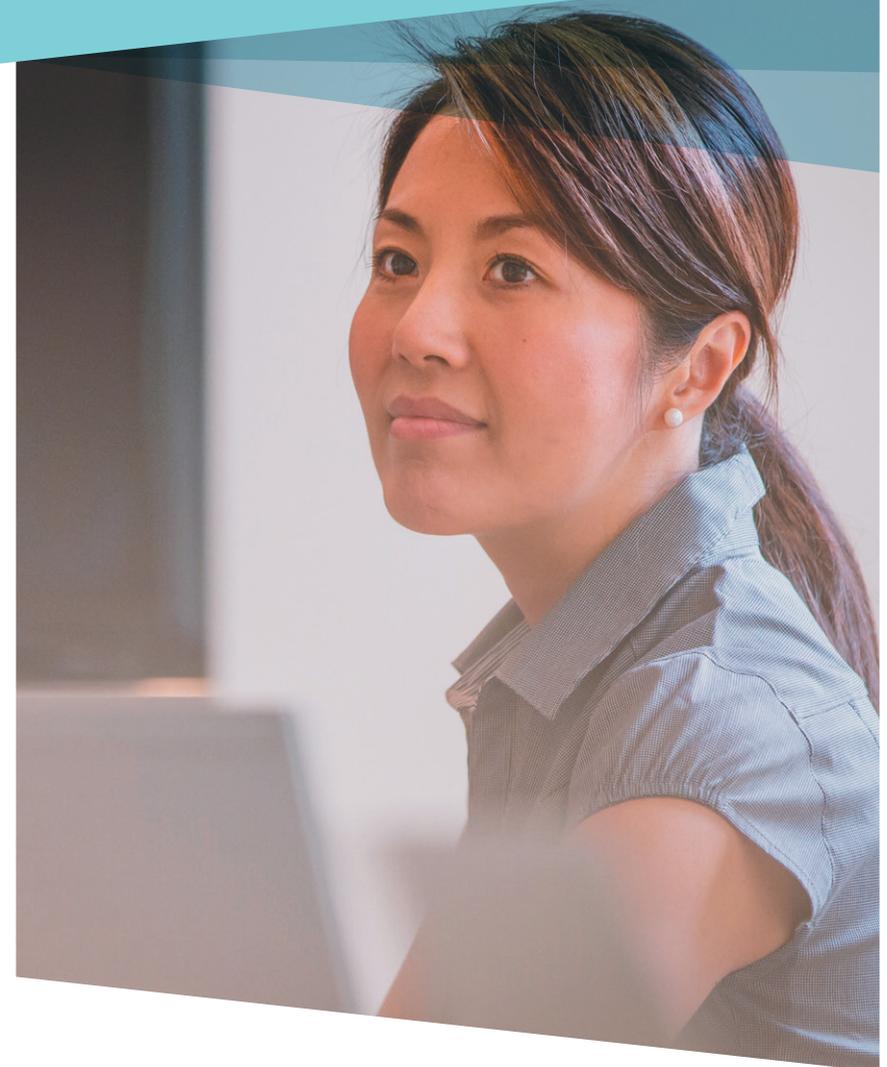
"I had an immediate need for an HR Manager, having received the resignation of my current person in post. The timescale was short, only a month. Within days, HR Heads were able to present an excellent shortlist, featuring a range of candidates that were immediately or shortly available. I am very pleased to say that less than four weeks after the search started, I now have an excellent HR Manager in the post! I could not ask for more in a resourcing partner."

HR Director

### **A consultative approach sets us apart**

"I would always turn to HR Heads when looking to recruit for talented, commercially focused HR professionals. Why? Well, they go that step further to challenge your thinking and truly get 'under the skin' of what you are seeking to find. I would honestly say they are the best senior HR recruiter on the South Coast particularly with their coaching abilities and all-round good advice! I cannot recommend HR Heads enough. If you're thinking of changing roles or looking to recruit for a senior HR leader then you will be well placed in HR Heads' capable hands."

Group HR Director



## What our clients say



### **We understand our clients and tailor solutions to their requirements**

"HR Heads were able to provide an excellent shortlist of great candidates. They demonstrated a deep understanding of the business and my requirements and all candidates were very well briefed. Finding the right new hire was a rapid and rewarding experience and HR Heads were extremely communicative, constructive, and responsive throughout the process."

Director of International Human Resources

### **We tailor solutions to meet your needs**

"HR Heads' approach is exceptional.... they recently recruited our Head of HR; all the candidates nailed our requirements and exceeded our expectations. Their advice was surgically precise and ensured that none of our time was wasted. For once we feel the recruitment fee was worth every penny."

CEO

# Corporate Social Responsibility

## Equality, Diversity & Inclusion

We are dedicated to celebrating Equality, Diversity & Inclusion (EDI). We pledge to present organisations with talent shortlists that match our commitment to equal, diverse and inclusive workplaces using blind and unbiased methodologies if required.

We are also signatories of the Race Fairness Commitment, a series of commitments for the recruitment, progression and retention of Black, Asian and Minority Ethnic (BAME) talent for businesses operating in the UK.

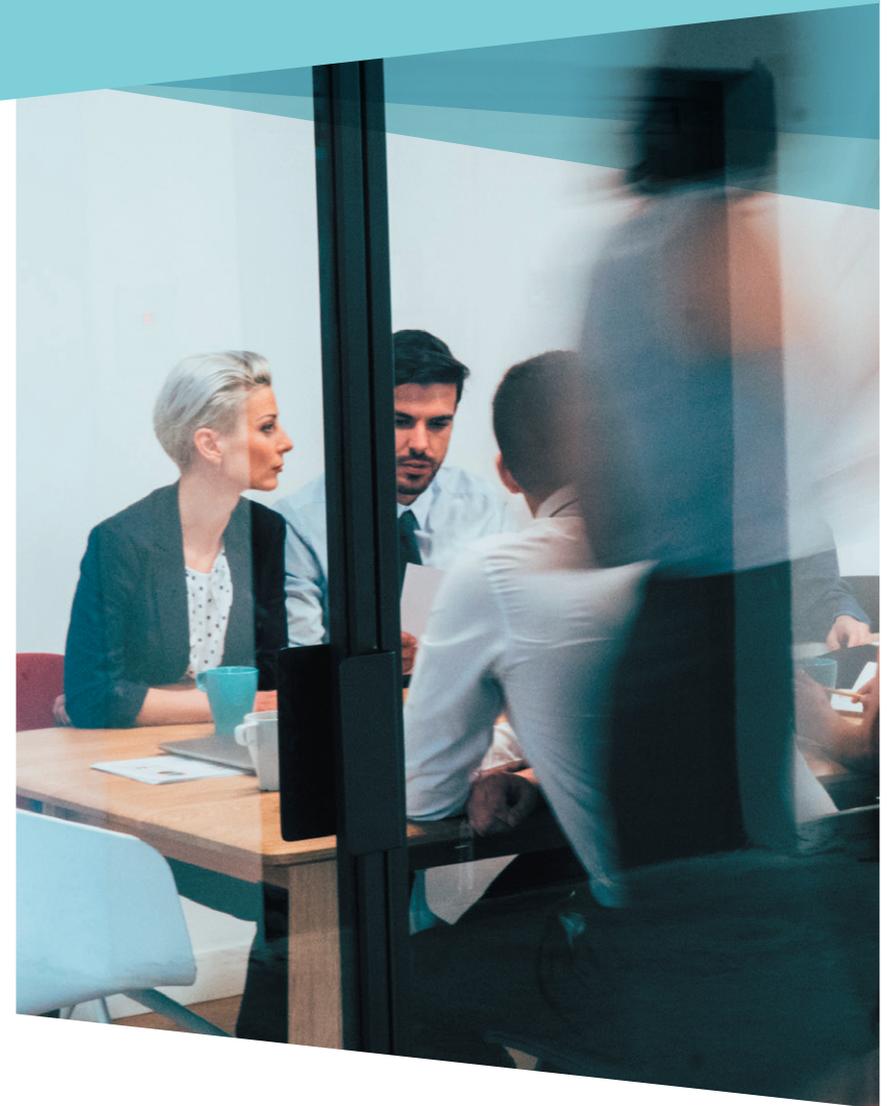


## Sustainability

We are committed to supporting the Sustainable Procurement Pledge and all of the team are active Ambassadors.

As leading recruitment consultants, we have a key role in helping the Sustainable Procurement Pledge achieve its vision of all global supply chains embedding sustainable procurement practices by 2030.

We believe that in leading the debate around sustainability with candidates, clients and influencers, we can make a real difference.





## Get in Touch

Our experienced team is on hand to help

[speaktous@hrheads.co.uk](mailto:speaktous@hrheads.co.uk) | 01962 432001 | [www.hrheads.co.uk](http://www.hrheads.co.uk)

 [www.linkedin.com/company/hrheads](https://www.linkedin.com/company/hrheads)

