

We believe that the ability to attract talented people is a key determinant of an organisation's competitive success.

At **performgroup** we are in the business of finding and matching people who will help an organisation grow over time.

about us

We specialise in sourcing and placing talented accounting and business professionals. We operate at executive and middle management levels across all industries. We conduct search, advertised selection, permanent and interim assignments.

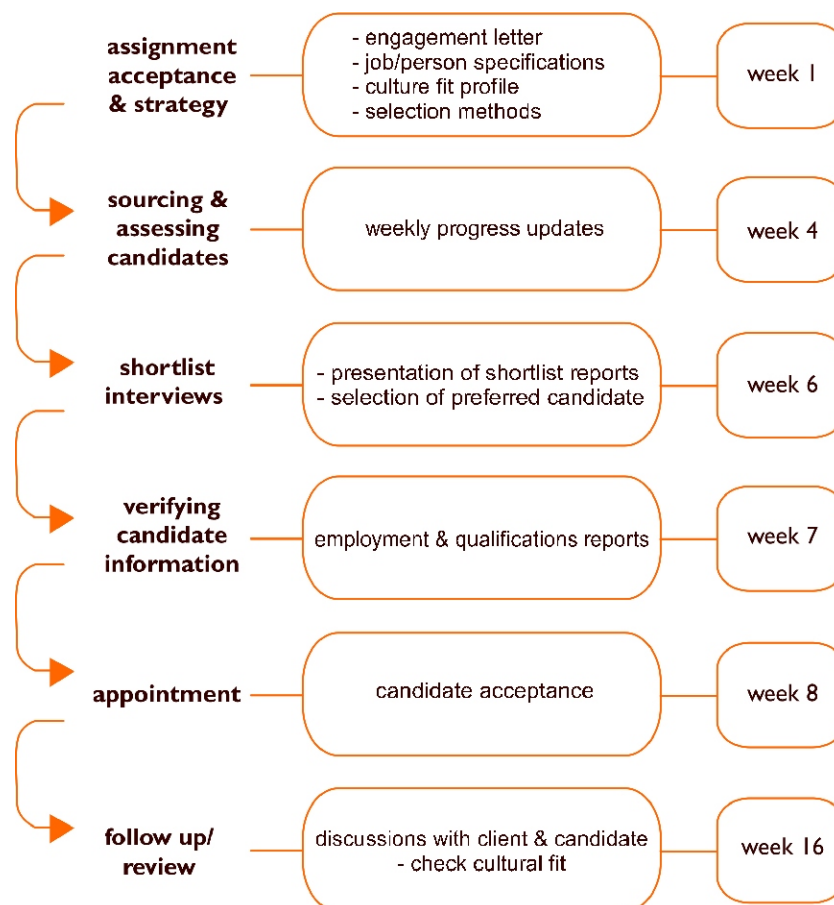
We retain a stable and highly skilled team of recruitment professionals who are committed to applying superior standards of service to both our candidates and our clients.

about the matchup method

matchUp is a flexible executive selection method developed by performgroup which can be customised to suit each client and assignment.

It is based on behavioural interviewing techniques and is backed up by testing and rigorous reference checking. A key aspect of the process involves matching candidates to an organisation's culture and core values. We see 'cultural fit' as a key success factor.

A typical assignment and indicative timeframes are set out below:



matchUp addresses the four key recruitment criteria of skills, knowledge, attitude and ability.

Our professional recruiters focus on attitude and ability as research indicates that clients usually hire on skills and knowledge but fire on attitude and ability.

We focus on a cluster of seven core abilities which in our experience are displayed by exemplar performers:

1. Self-awareness and Confidence
2. Honesty and Trustworthiness
3. Initiative and Achievement
4. Service Orientation
5. Management and Leadership
6. Relationship and Social Ability
7. Commercial Savvy

We adapt and extend these to meet individual client needs.

about our clients

We start by understanding your business. We recognise that the success of each assignment relies on a clear understanding of our client's needs.

These needs incorporate not only the position but the needs of the broader organisation including its culture, values, and business imperatives.

In partnership with our clients we develop innovative and versatile sourcing strategies which might include search, advertised selection, or a combination of both.

In addition, we are prepared to work with our clients using a range of other possible recruitment solutions.

our service guarantee

"Should our services not meet your expectations, you have the right to negotiate the final fee"

about our candidates

We start by understanding you. We are only as good as the talent we are able to source. Therefore, we ensure that our candidates receive the same level of service as our clients. This service includes building trusted relationships, giving candidates advice to help them manage their careers and being proactive about helping them find suitable positions.

We believe in honesty and integrity and we keep our candidates informed of all developments in the selection process. Personal details are treated in absolute confidence.

our pledge to our candidates

"You can expect to be placed only within organisations and jobs to which you are suited."

For more information on **search and selection** please contact **performgroup** head office:

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"we help you create high performance cultures by unlocking the potential of individuals and teams".