



An introduction to
**PERMANENT
RECRUITMENT**





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We believe that people are at the heart of an organisation. That’s why we’re committed to finding you the right fit. Solace in Business has been helping public sector organisations to recruit the highest calibre of candidates for over 20 years.

Our unparalleled expertise, first-hand knowledge of the public sector, and access to the largest network of local government and public sector professionals in the UK make Solace in Business the recruiter of choice for authorities and organisations that work alongside local government across the UK.

We take pride in our values-led approach, the extensive experience of our professional recruiters, and our trusted networks, all of which give us an unrivaled insight into both the public and private sectors. Whatever the assignment, you can rely on us to consistently deliver high-quality recruitment outcomes.

Offering a market-leading combination of search, selection, and assessment, our unique approach adds value at every stage of the project. From the outset, our quality and flexibility sets us apart. Clients often remark on our talent for building open, authentic and professional relationships.



I found Solace to be very accessible and supportive from the outset of the process. I was given a very clear understanding of the role and my feedback throughout the process was extremely helpful.

I felt that it truly was a two-way process where I was able to assess whether it was the place and role for me whilst also feeling fully tested yet able to give of my best.



What sets us apart?

Solace in Business is different to all the other recruitment agencies on the market. When you work with us, you'll also gain access to Solace, the UK's largest membership network of local government and public sector professionals. But what does that mean for you?

Quite simply we can also add value in ways that other recruiters can't. For example our Solace Policy Leads and Boards enrich our sector intelligence, and our business partner programme facilitates access to the private sector, offering a broader insight into current challenges and thinking relating to local government.

Beyond this, Solace also offer some fantastic learning, leadership and development opportunities with many of our candidates having attended one or more of our workshops, programmes or development days. Solace also run a series of highly competitive programmes for the best and brightest individuals within the sector, meaning that we have direct access to an established talent pool, across all stages of an individual's career.

Example programmes include:

National Graduate Development Programme

Solace runs this national programme in conjunction with Inlogov, on behalf of the LGA.



Springboard

Our Solace signature programme for rising sector stars who will become future sector leaders. One of the most sought after programmes in the sector.



Total Leadership

A programme designed for senior executive leaders moving into the public sector. Developed with Inlogov, delivered by Russell Group academics & sponsored by the LGA.



Ignite

Our leadership development programme for Chief Executives, supported by the LGA & delivered with Collaborate CIC.



And last but by no means least, because we are a “profit for purpose” organisation, none of our team works on commission and all surpluses are reinvested to support the above activities.

SOLACE IN BUSINESS recruits the *very best* candidates into local government and public sector organisations.

We also **REINVEST** our profits back into the sector, meaning that the people at the heart of organisations such as your own are supported to grow as professionals and individuals. **We're on a mission to build a better sector.**



Meet the Team

Executive Recruitment is led by Steve Guest and supported by a team of recruitment specialists. Unlike other agencies, none of our team work on commission, meaning you can be confident that the services we recommend are impartial, as they carry no personal financial reward.



Steve Guest
DIRECTOR OF EXECUTIVE
RECRUITMENT & ASSESSMENT



Leanne Skoof
BUSINESS SUPPORT ADVISOR



Amy Billington
EXECUTIVE RECRUITMENT
& ASSESSMENT CONSULTANT



Raymond Kelly
MEDIA LEAD



Beth Roberts
EXECUTIVE SEARCH
CONSULTANT



Sharon Davies
RESOURCING MANAGER



Jamie Brough
BUSINESS SUPPORT
ADVISOR



Victoria Wood-Williams
CPsychol
ASSESSMENT LEAD

How We Work

Market intel you can rely on

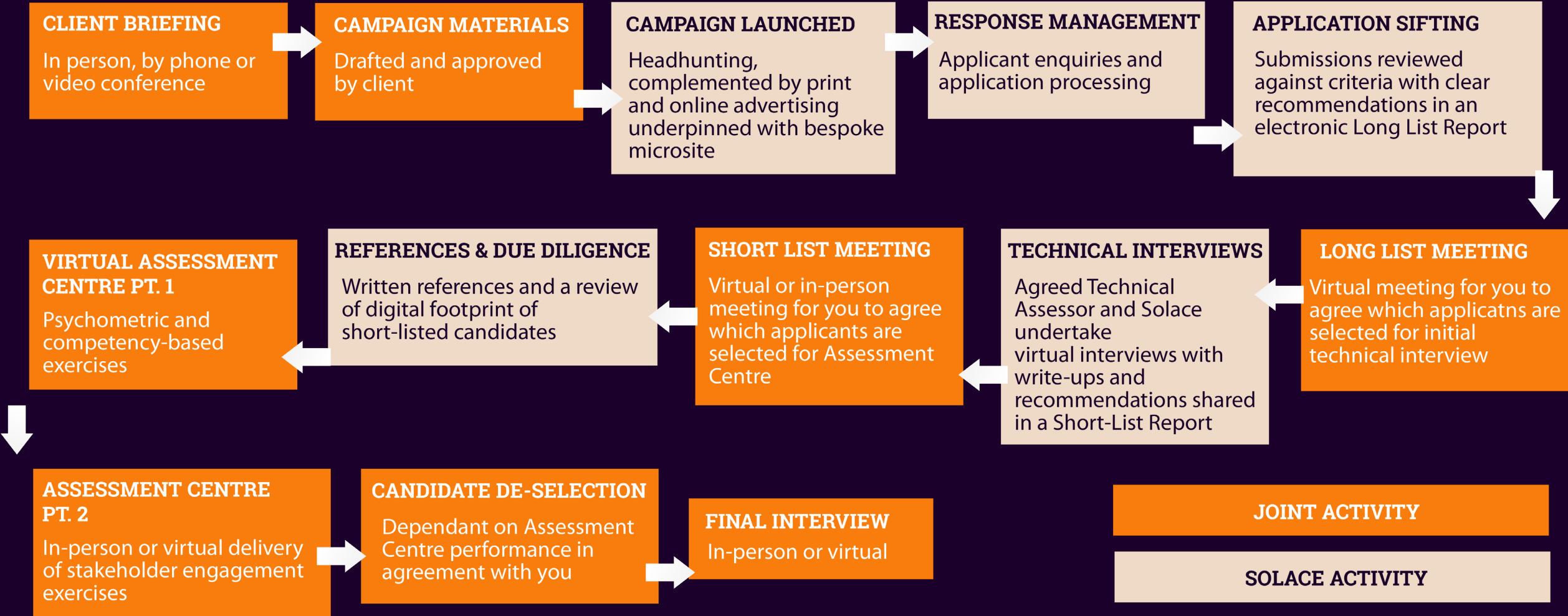
In an industry that’s ever-evolving, we take care to ensure we can provide you with the most up-to-date marketplace knowledge, which is enhanced by our own professional networks, the Solace membership body, as well as our extensive associate network.

Tailor made solutions

There’s never been a more important time to be adaptable. We offer flexibility with all of our services, so whether you’re looking for a cradle to grave service, assistance with virtual recruitment, or anything in between, we’re happy to tailor a solution to suit your requirements. Typically we offer a cradle to grave service. However, we are adaptable and can tailor this approach to your needs.

Our process in action

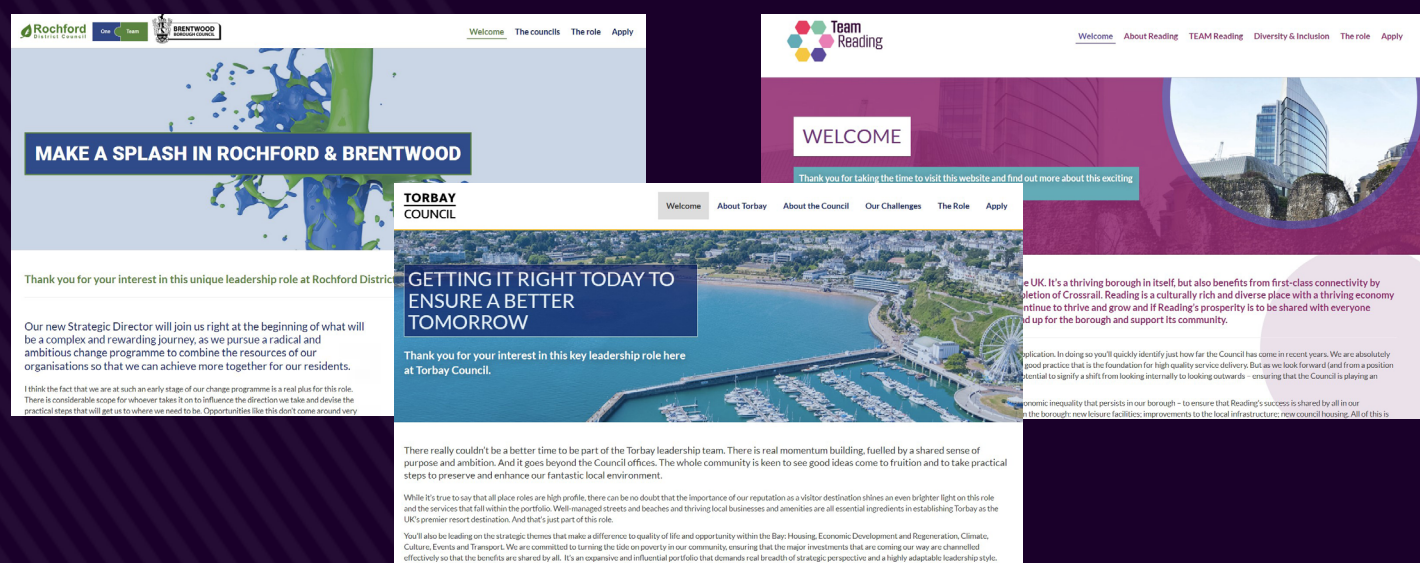
The COVID-19 pandemic has required all employers to take an adaptable approach to recruitment and Solace’s services have responded accordingly. Working in close partnership with our clients, we can offer an adaptable, virtual recruitment process that is as robust as the services we have always delivered, while offering a more cost efficient and environmentally friendly, tried and tested approach that delivers results.



Advertising

Our advertising is led by seasoned professional, Raymond Kelly. After an initial briefing, Raymond will work with you to prepare and design all content for a bespoke microsite for your recruitment campaign. He will also discuss the best channels to promote your campaign in order to ensure maximum exposure for your target audience.

Below are just a few examples of our recent recruitment campaigns.



EXAMPLE SITE STRUCTURE

Entry Page

Carries text from advert and candidate registration tool

Welcome Page

A letter from an appropriate representative

About the Council

Information with links to key documents

Organisational Charts

The Role

Detailed description of the role supported by JD/PS

Downloads & Links

Policy and strategy documents

How to Apply

Response instructions, links to application form

Executive Search



Quality not quantity

We know what makes a good senior manager, and our approach to search is about appropriateness of match, not about numbers. Effective search activity is a key element in senior appointments.

Our executive search facility is the best in the marketplace, and we have an excellent track record in securing high calibre candidates for senior positions due to our unrivalled network within the sector.

Our approach, based around our detailed understanding of your brief, is simple, direct, and proven. We focus on identifying and talking (both over the phone and face-to-face) to those people who fit the leadership styles brief, match the aspirational culture of the organisation and who have a proven record of achievement in their field. And in all cases we will want to test peoples' ability to engage with complexity and uncertainty in the context of local authority resource constraints, as well as the context in which the Council operates.

“

I felt that Steve understood our context in Bexley. Contact from Amy to get the assignment up and running was excellent and liaison with Ray Kelly on advertising was smooth and efficient. Solace's support to the assessment centre design and delivery was proactive, thoughtful, and professional. This is a distinctive difference with competitors, and it provides reassurance to us. Planning and liaison was excellent and rapport with candidates, stakeholders and our Members was excellent. Steve and the team did an excellent job in very difficult circumstances.

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Assessment



As a national recruitment organisation, Solace in Business have been delivering Assessment Centres for clients up and down the country for many years. Because we work with local authorities in some remote places, we had already been delivering virtual assessments before COVID-19. We have therefore been able to easily adapt our assessment services for a COVID-secure, virtual world. At a time where local lockdowns are a key consideration, this is critical in terms of forward planning.

The Solace in Business approach to assessment aligns with best practice assessment methodology and is designed to help clients achieve a better understanding of candidates work style and behaviour. Having access to this knowledge allows clients to feel more informed about making selection decisions in respect of 'fit' for the role and organisation. This philosophy underpins our approach to the design and delivery of our processes as well as the way we work with clients and candidates alike.

Our team comprises highly qualified Chartered Occupational Psychologists and experienced assessors who take the lead role in the design and delivery of assessment processes working in partnership with you to discuss and agree the methodology.

We pride ourselves on offering flexible solutions and as we choose not to be affiliated to any particular test publisher or supplier, we are able to select the best tools for purpose. This allows us to choose from the best in the market or indeed design bespoke exercises which are tailored for the purpose of your assessment. Whilst we may identify suitable off-the shelf exercises, where there is a need for a bespoke approach we endeavour to ensure this will be valid, reliable, future proof and innovative whilst keeping costs to a minimum.



I just wanted to thank you, and your colleagues, for an excellent process for the Adur and Worthing Director for Communities role. Despite being the most stressful recruitment process I have been through (mostly due to coronavirus! But it was also the most intense), it has also been the best. All the technology worked, everyone was supportive of me engaging in it, and I don't feel it affected my performance - if anything, it made it easier (as I didn't need to take lots of time off work to travel to interviews etc.). So while I am sad not to have been successful in the role, I have learnt a great deal, and enjoyed doing so.



Get in touch

If you are interested in working with the Executive Recruitment and Assessment team at Solace in Business, or would like more information about our services, please feel free to get in touch using the details below.



Steve Guest

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 steve.guest@solace.org.uk

For more information about Solace, please feel free to visit our website or follow us on social media

 www.solace.org.uk

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

 [@Solace_UK](https://twitter.com/Solace_UK) & [@SolaceRecruit](https://twitter.com/SolaceRecruit)

