

Executive Freelance & Interim Management Solutions





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'I worked with Andy Young at Nigel Wright on my most recent interim marketing placement on a major FMCG brand. Andy and his team were fantastic, they were proactive in approaching me about the opportunity, kept me informed every step of the way, negotiated on my behalf, and achieved a win win situation for both myself and the client. I would definitely use Nigel Wright again for future interim assignments.'

Marketing Director, FMCG

Overview

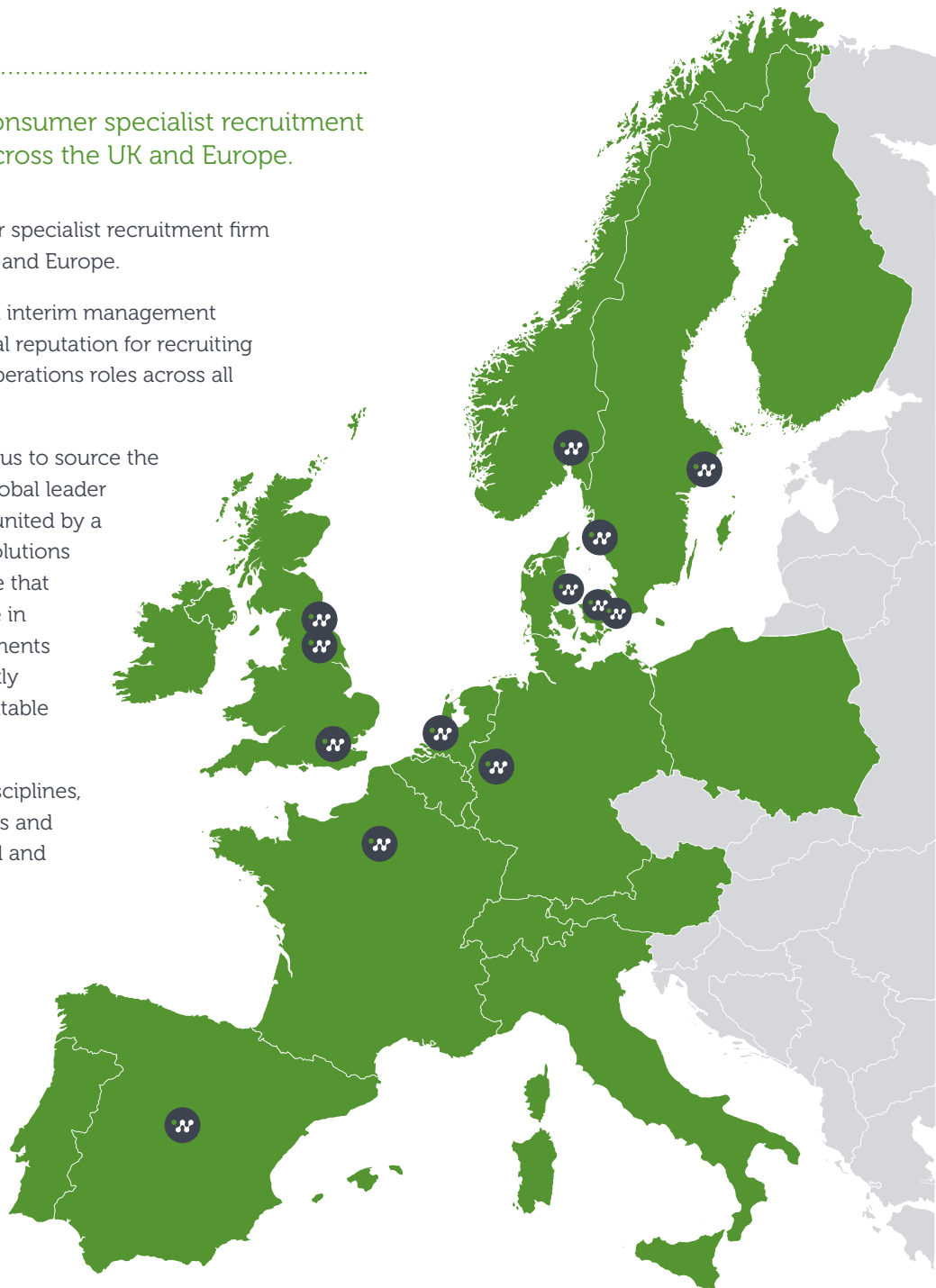
Nigel Wright Group is a leading consumer specialist recruitment firm with offices in London and across the UK and Europe.

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We recruit senior/executive freelance and interim management and have built a national and international reputation for recruiting Executive, Marketing, Commercial and Operations roles across all consumer sectors.

Our 13 offices throughout Europe enable us to source the best local and international talent. As a global leader with nearly 30 years' experience, we are united by a passion to deliver bespoke recruitment solutions to clients and candidates alike. We believe that each client's brief is unique so invest time in clarifying and understanding the requirements for each interim vacancy so we can quickly match a client's needs with their most suitable freelance executive.

Our individual teams focus on specific disciplines, sectors and locations to ensure our clients and candidates always work with experienced and knowledgeable specialists.



"I have been impressed by your proactivity, industry knowledge and energy. I would certainly recommend Nigel Wright based on my experience."

Candidate



Your interim solution

An interim executive operates at a senior strategic or executive level within an organisation.

They are highly experienced professionals with niche skills who can step into specific business situations quickly and make a real impact. This could involve leading a team or project due to a sudden absence or departure or simply because existing resources are too stretched. Experienced interim executives are renowned for quickly making an impact upon their employment. They work alongside existing teams whilst introducing new skills and using their considerable experience to make lasting changes.

They make an immediate impact with little or no intervention. Interim executives are adept at assimilating into new environments and driving change, turning projects around and communicating with key stakeholders without fear of raising sensitive issues.



“You provided superb service. I didn’t think recruitment agencies like this still existed.”

Candidate

Our swift, co-ordinated results

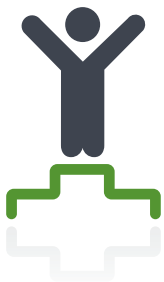
Nigel Wright prides itself in being effective at local level, within the countries we operate.

For Nigel Wright's candidates this means they benefit from our 'no silos' approach - once a candidate is identified and registered on our database they can be immediately represented in any of our markets.

We have developed a successful candidate identification, acquisition and placement process where we align interim candidates who are a good fit with different clients' cultures. Our size and structure means that our business is large enough to be one of the leading recruitment firms in the marketplace, whilst remaining small enough to provide a personal service throughout the process where our consultants engage in a close working partnership with clients.

This kind of seamless and tailored operating model isn't prevalent among recruitment firms. Our expert knowledge of the consumer sector, desire to deliver and 'one team' approach to sharing market information, means Nigel Wright is often selected as a recruitment partner ahead of our competitors.

Our team is committed to offering outstanding customer service. Everyone understands the importance of clearly understanding each brief and then delivering to fulfil the vacancy with pace, agility and expertise.



Specialists in sectors and roles



One team; no silos



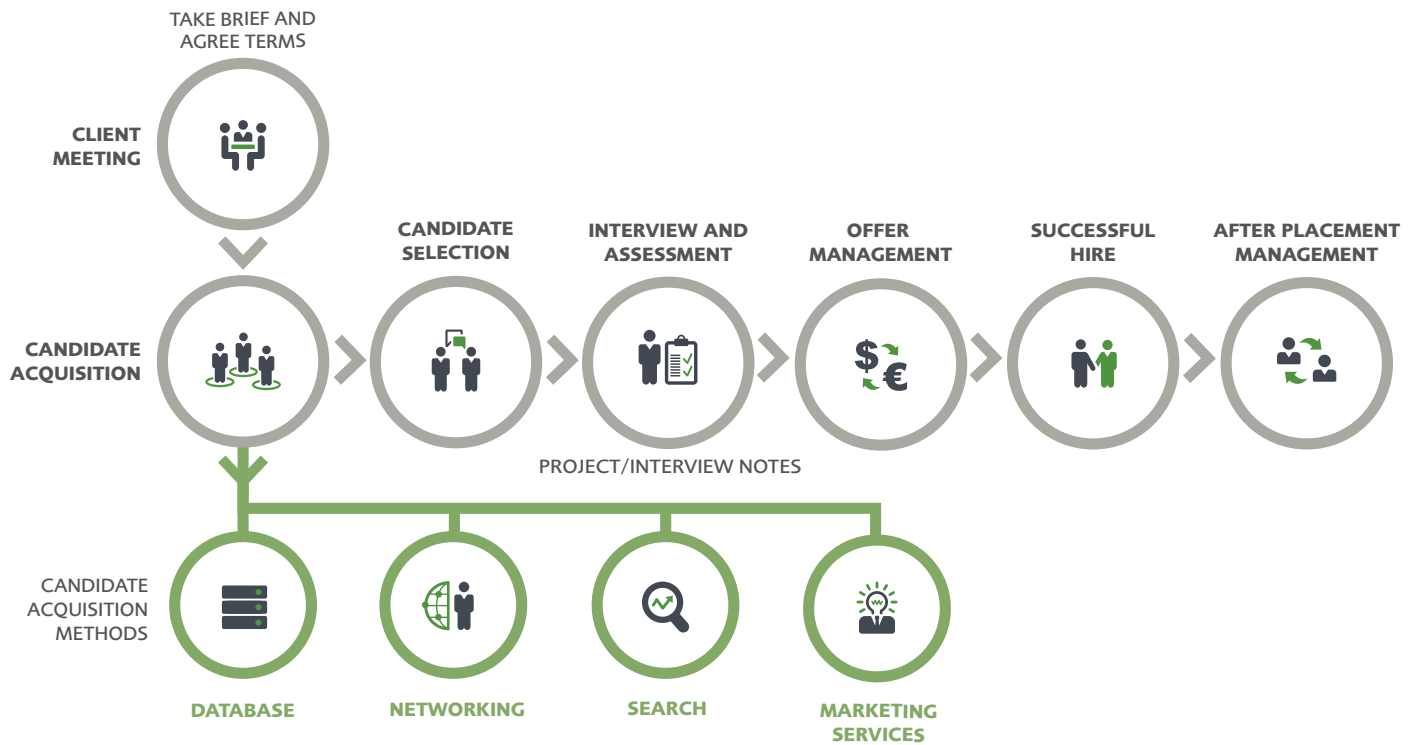
Proven search expertise

“Very professional and prompt, with great listening skills, which help them to truly understand our needs.”

National Sales Manager Commercial at Pipers Crisps Ltd.



Our delivery process



“The consultants at Nigel Wright are excellent. They stay in contact with me throughout the duration of the interim contract and visit our offices regularly to speak with the freelancers and make sure they are satisfied in their roles. I cannot praise Nigel Wright enough and I lean towards using them for other recruitment projects, because of the service they provide.”

Caron Leck at ENGIE



Understanding the brief

Our process starts with clearly understanding all aspects of each client's brief. We pay forensic attention to the critical success factors whilst acknowledging other supporting aspects, to ensure that our key focus is always on the core needs of each assignment. No single brief is the same as any taken previously so the discussion is tailored to each vacancy that needs fulfilling.



Identifying candidates

Talented executives with the right attitude and skills are in short supply. Finding and attracting the right people requires the use of expert market knowledge, combined with a variety of flexible sourcing methods. Our candidate acquisition methods are taking place constantly to ensure that we are strengthening our networks and always building our interim executive database. We build strong relationships with freelance and interim practitioners in a similarly bespoke way to how we understand clients' objectives. This helps us to ensure our candidates are pre-qualified and with clarity on their availability from one assignment to the next. Our commitment is to match expertise and personality with the culture of our clients' business.



Offer management

We will have a clear understanding of the candidate's expectations, ensuring they are aligned with the client's budget. Our consultants ensure that the best possible terms are negotiated for the client. It is essential that the candidate and client settle on a commercial agreement that suits both parties to avoid subsequent difficulties such as early termination of the contract/assignment.

Our processes facilitate a smooth and seamless solution to your interim recruitment needs. Our methods continue to benefit clients and candidates following each successful recruitment. Our back-office support takes care of any administration to ensure that candidates and clients can focus on making a difference in their roles. Above all, we provide true expertise across the consumer sector with a truly impressive network of senior and executive interims.



Why clients repeatedly choose Nigel Wright



Our capability

Nigel Wright is the largest specialised professional recruitment company servicing European consumer markets. We have the greatest depth of consumer sector recruitment capability to fulfil Executive, Marketing, Commercial and Operational vacancies and have completed over 350 senior UK placements.

Our database of potential candidates is uniquely accessible by all staff to enable anyone to source the best talent on the market. This database contains nearly 3,500 senior decision makers; all of whom we have met and interviewed. We interview many people but we only shortlist the best for our clients – just one third of the candidates we meet are shortlisted.



Our knowledge

Each consultant has significant depth of market knowledge specific to disciplines, salaries and categories, providing great market knowledge, understanding and expertise in recruiting for specific roles.

Clear market understanding enables a truly consultative approach with clients and candidates. Our consultants provide a realistic overview of the quality and availability of potential candidates.

Our consultants have over 100 client/candidate meetings each month. Unique knowledge gained about companies, sectors and people is shared and utilised for current and future assignments.

“This is the second-time Nigel Wright has helped me to secure a role. The consultants clearly have great relationships and contacts with key employers. I find the service personal and feel that they are not only looking out for the employer, but the potential employee too.”

Candidate



Our quality

We assess thousands of potential candidates but we only shortlist the best potential interim executive to suit each client and their vacancy.

The high quality of our candidate selection process results in 97% of assignments being successfully fulfilled.



Our service

We challenge and clarify each brief and then commit to deliver to that brief, on time, every time. Consultants cannot progress in our business unless they do this well. This provides clients with the assurance that we will shortlist high quality candidates to meet agreed criteria.

We consistently provide excellent service and have one of the highest client and candidate satisfaction levels of any industry, placing us in the top percentile of customer satisfaction.

Highly satisfied clients lead to many working with us across the business functions and locations. During the last decade, 40% of our UK consumer clients sought our help to fill more than one discipline.



Our relationships

We invest in long term relationships with clients because their success can be our success. We don't take short term decisions and actions to the detriment of ongoing client relationships. This is one reason why 75% of our clients use us as an ongoing and trusted partner.

Contact us

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