

# **3 Reasons why Head-Hunters are Crucial**

**Executive Search isn't your usual approach to hiring; it can be differentiated from the straight-forward recruitment process in several ways.**

Rather than unleashing a generic job advert onto social media, the search for talent at the top of the business is far more targeted and specialised to ensure that truly the best talent is hired. By using an Executive Search firm, employers may have a better chance of attracting and retaining the best possible talent.

These specialist recruitment firms are dedicated to sourcing high-calibre talent for executive roles. While some employers may be keen to keep hiring in-house, here are three reasons that head-hunters are crucial in business:

## **1. Filling knowledge gaps**

If an organisation is recruiting for a newly created position, or one that isn't within the hiring manager's area of expertise, then experienced headhunting firms can help with filling that knowledge gap. If the right candidate is recruited first-time round then it will prevent money and resources from being wasted on poor hires.

## **2. Obtaining greater diversity at Board-level**

For most organisations, D&I throughout the workforce, as well as at Board-level is a top priority. Several studies have highlighted how much of an issue

diversity is at the top. To solve this issue, Executive Search firms will conduct research on candidates individually which will promote greater diversity at the top and stop unconscious bias that may occur from internal hiring managers.

### **3. Succession planning**

Identifying and developing new leaders for the future of work is a top priority for many businesses. According to Robert Half, unexpected resignations can cause huge disruptions in the business. Therefore, using an Executive Search firm can help assess the workforce in a way that paints a better picture of the in-house talent and what you need to succeed in future.

So, it is clear that there has and always will be a need for Executive Search firms. Particularly at a time when so many Board members have stepped down – including Google's HR chief, LinkedIn's CEO and Angling Direct's CEO – Executive Recruiters can help source key talent to continue driving the business forward.

[www.dsaexecutive.com](http://www.dsaexecutive.com)

## 3 Reasons Why Head Hunters are Crucial

Sophie Parrott

Executive Grapevine, 2020