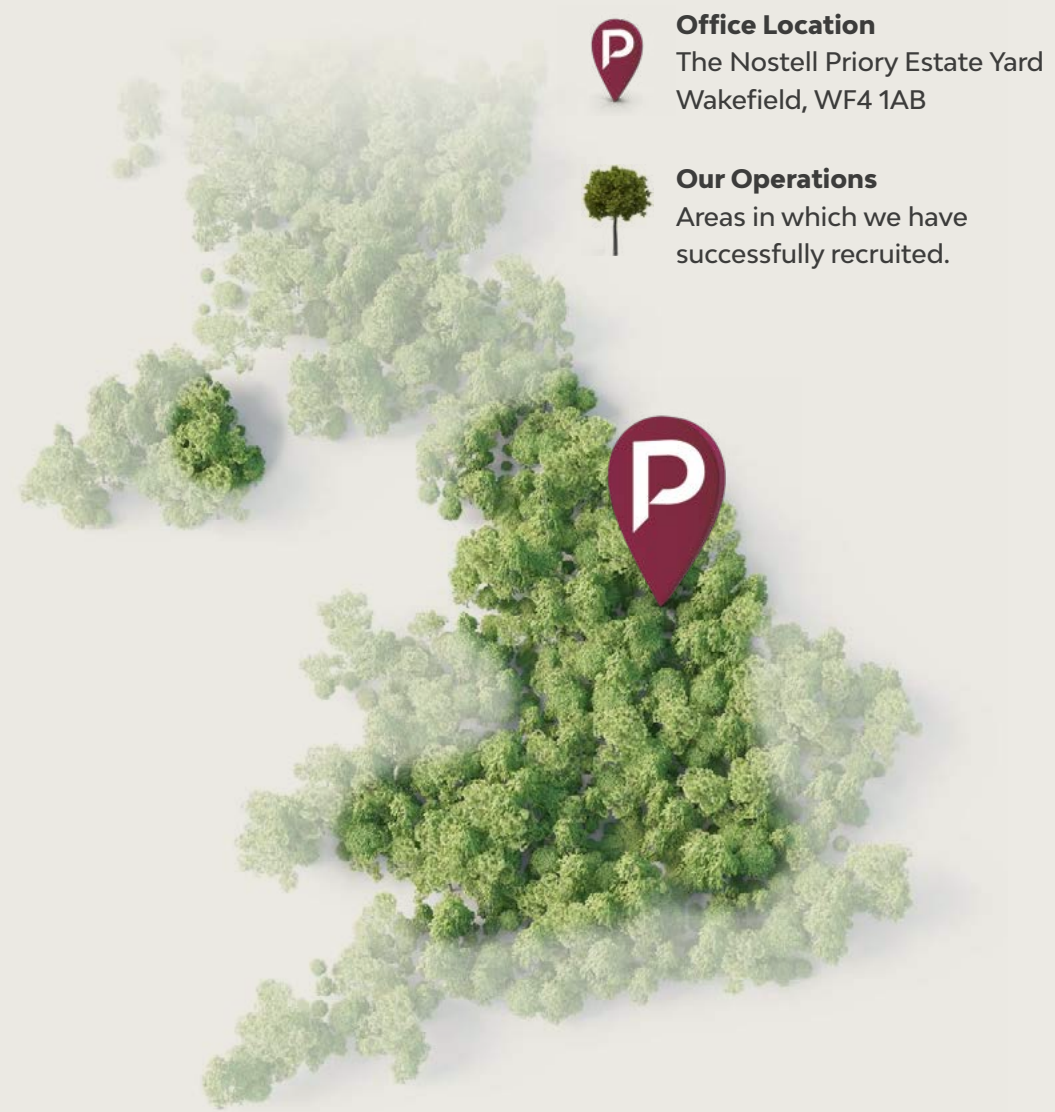


PRATAP
PARTNERSHIP

People Network





Office Location

The Nostell Priory Estate Yard
Wakefield, WF4 1AB



Our Operations

Areas in which we have
successfully recruited.



Click to view each section.

Introduction

In this brochure we hope to provide you with an overview of both parts of our People Network specialism - Executive Search and Professional Specialisms - and show you how **recruiting our way** could work for your business.

People Network has been developing a strong reputation in professional and executive level recruitment, and the confidence to deliver results for the most challenging recruitment campaigns for some of the most influential roles within an organisation.

Elise Walsh is one of our founding partners and heads up People Network. Her recruitment career began in 2005.

We have blended the most effective elements of traditional search & recruitment and the very latest innovations in technology and methodology. As the pace of change in the world of work continues to accelerate, we are constantly listening to employers and candidates across our region to continually adapt and improve our service.

Elise

Everything
we do is delivered
by one of our
experienced
Directors.

People
Network

P

Please don't hesitate to
contact me to discuss any
aspect of our service.

[Click here to email me](#)



Our People Network Team



Elise
Walsh



Elise's biography



Connect

Setting up Pratap Partnership was the proudest moment of my career, and I am now delighted to be leading our People Network division, one of Pratap Partnership's fastest-growing areas. The Executive Search service that we offer represents a large part of our People Network business. Alongside work, my two boys and husband keep me busy with their social calendar, whilst my friends and gym buddies keep me sane!

Elise@pratappartnership.com



Gemma
Hutchinson



Gemma's biography



Connect

I have 18 years' experience in recruitment but none I have enjoyed more than this last year working with the Pratap Partnership team, building my experience recruiting the best talent in Professional Specialisms with the best team. I am a huge believer of the law of attraction and just enjoy spending time with friends and my two boys and partner.

Gemma@pratappartnership.com



Marie
Carroll



Marie's biography



Connect

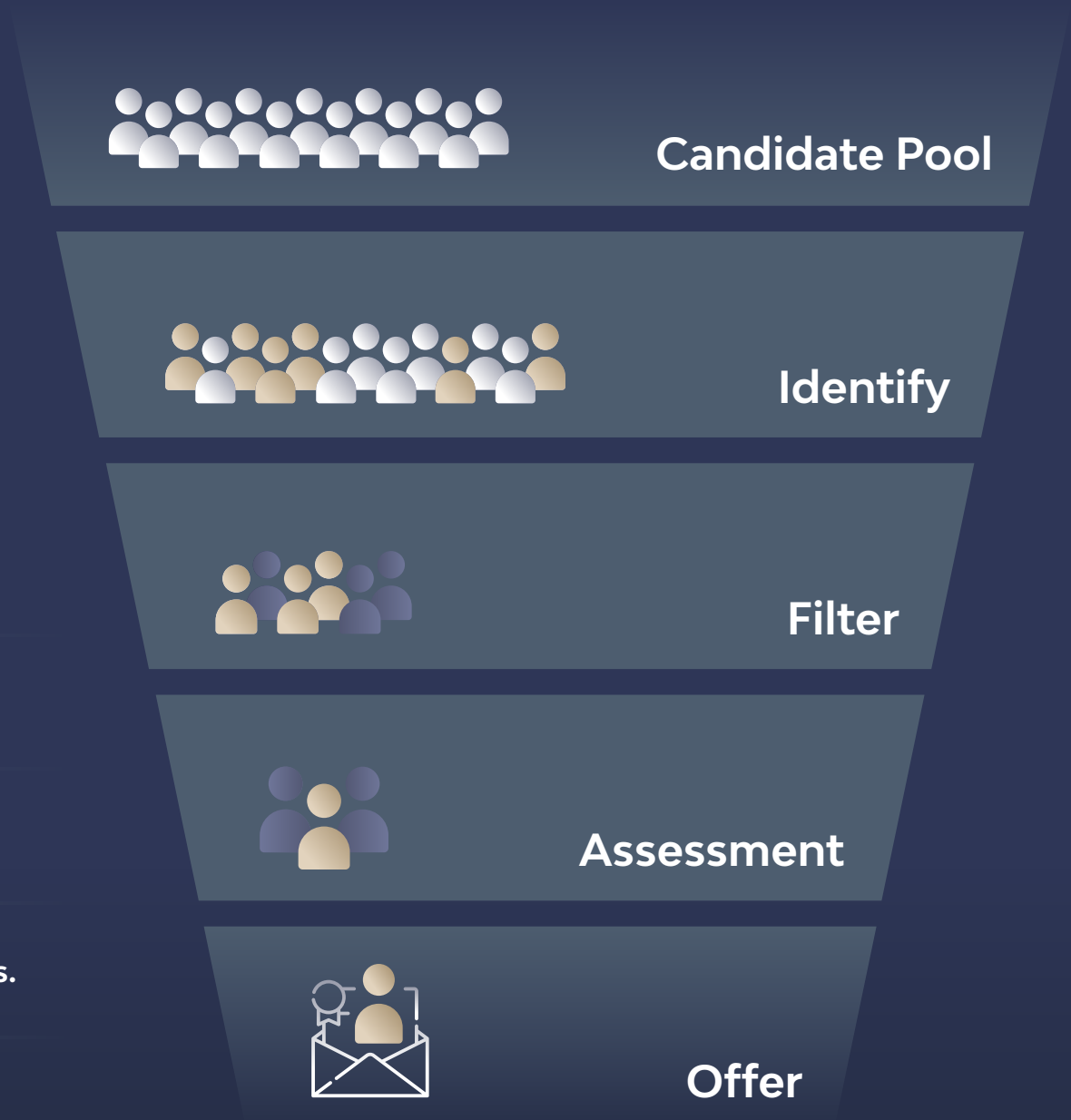
I am loving being part of the Pratap Partnership team, expanding my previous recruitment offering for my clients to include added value advice and guidance on hot topics such as market trends and rewards and benefits. Outside of work I love spending time with friends and family and getting out in the great outdoors with my pooch. I enjoy getting away for weekends in the UK as often as possible and spending holiday time abroad.

Marie@pratappartnership.com

Recruiting *Our Way*

Recruiting our way extends across both Executive Search and Professional Specialisms.

1. We create the deepest pool of candidates to meet the requirements.
2. We identify what the best match of skills and competencies look like.
3. We narrow down our long list and produce a blend of the very best.
4. We design a tailored assessment process.
5. Offers are made with full peace of mind.



Our Market

We recruit across all industry sectors, for employers of every ownership structure and up to C-suite level. **The common denominators in all our successful recruitment campaigns are:**

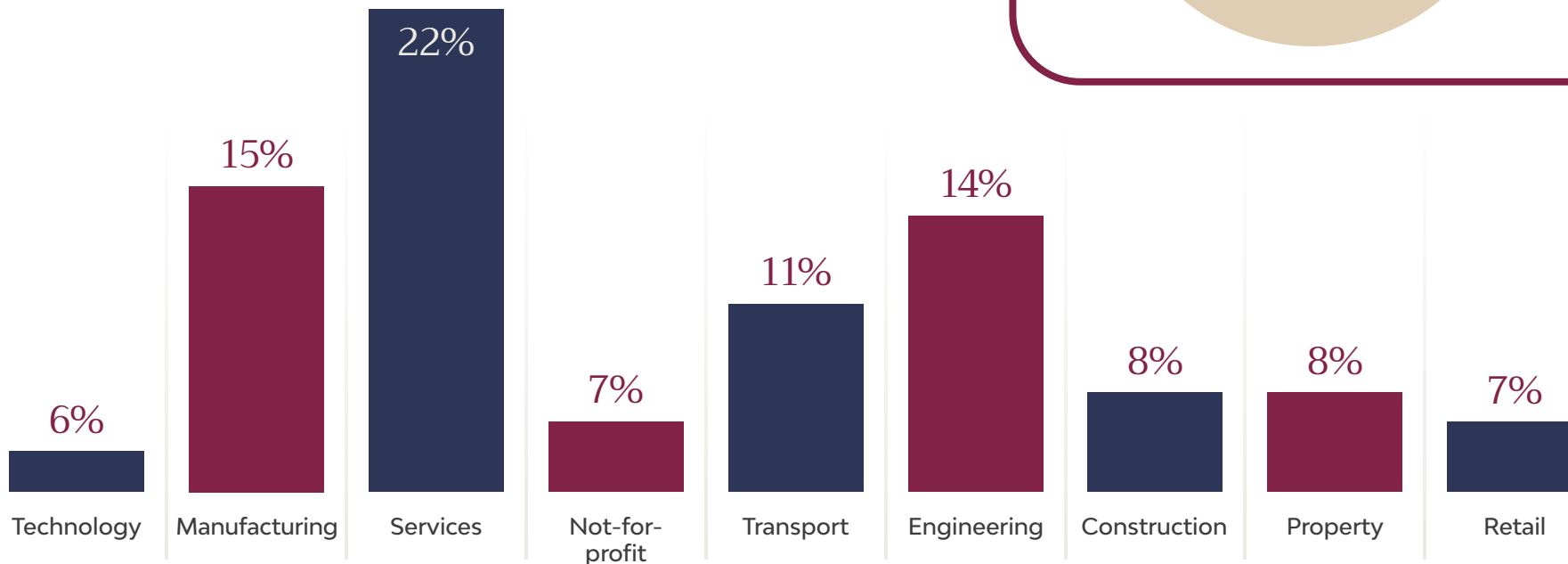


Working with clients who have strong values around their people strategy.

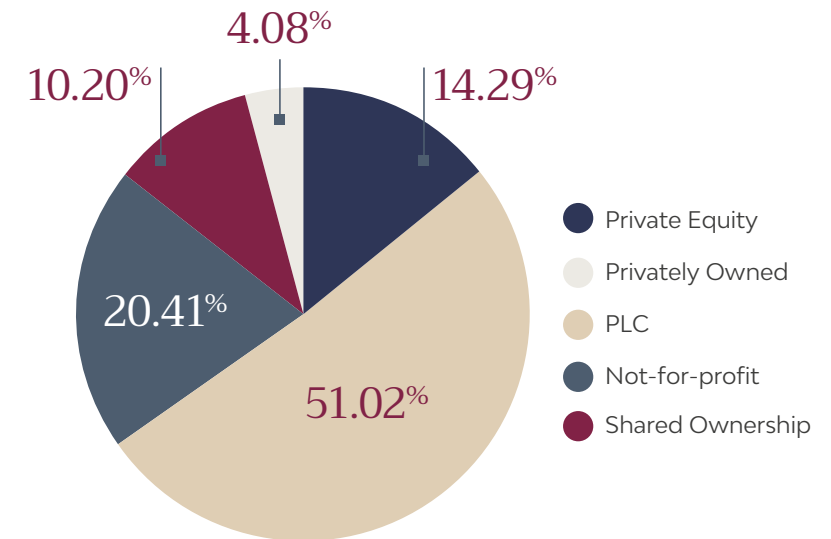


Working exclusively.
This ensures the very best outcome.

Industry sectors of the companies People Network have recruited for:



Company ownership of the companies we have recruited for in People Network:

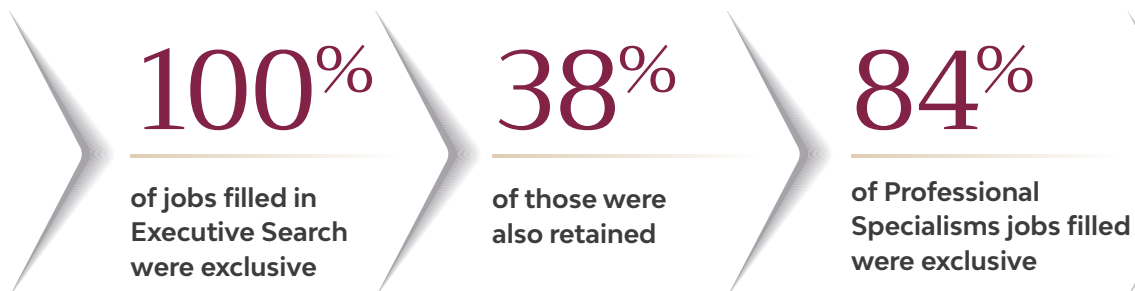


People Network

Job sectors recruited by People Network:



Exclusive Jobs & Retained Business:



Over 90%

of our work is generated through referrals. This motivates us to set the bar for success and client satisfaction at the highest point possible.

Read more about how our business began →



Executive Search


Our approach to Executive Search at Pratap Partnership is to take all the positives from traditional search and blend with the very latest methodology and innovative technologies, to achieve a consultancy service that ensures that every process is designed to deliver the best advice and result.

Our Directors lead campaigns across all disciplines at board and senior management level, both executive and non-executive.


We provide you an outsourced process that saves you time; with you getting involved at the key stages, whilst being kept informed and in control throughout.

Every aspect of our service is delivered by one of our Directors with over 10 years' experience.

Our objective is for every candidate in a process to leave with a positive perception of our client and ourselves. We aim to achieve this through the following methods:



*Best practice
in search has
evolved more in
the last 2 years
than in the
last 2 decades.*



In the end Pratap Partnership made our final decision a challenge because we had 3 high quality individuals to choose from. The very open and honest feedback from Elise kept us on plan... I could not recommend Pratap Partnership (Nik and Elise) more highly if you are looking for the highest calibre of appointment to your business.



CEO, Cloud Nine

CLOUD NINE®

How we add value to your search process



Employer Value Proposition

We understand what makes a successful Employer Value Proposition.

Our clients benefit from our advice:



We take into account purpose, industry, culture.



We dive deep into the client's organisation, their structure, strategic goals, and mission.



Understanding the unique benefits, values, and culture that set the organisation apart from its competitors.



Create a candidate briefing pack.

Our collaborative approach ensures that we continuously refine our understanding of the role and EVP, ultimately leading to a successful executive search outcome.

Traditional Search V Modern Methods

| Excelling In Traditional Methods | Leading The Way In Modern Technology & Methodology |
|--------------------------------------------|-----------------------------------------------------|
| Research & Market Mapping | The latest innovations in search software |
| Talent Pooling | State-of-the-art CRM system |
| Benchmarking | Artificial intelligence & search robotics |
| On-site Briefings | EVP/employer branding & solutions |
| Face-to-face Interviews | Constantly refreshed processes around positive ED&I |
| Traditional written/verbal references | 'Scoping' references with our contacts |
| Written assessments on skills & competence | Tailored profiling solutions for each campaign |
| Rigorous Compliance | |
| Director-lead Delivery | |
| Profiling | |

We can also assist with:

Detailed and specific salary and reward benchmarking

Improving the effectiveness of recruitment processes

Professional Specialisms

This part of People Network operates across all industries, finding the right hire to strengthen the HR, Sales, Marketing, Procurement and Operations team in your business. It is a consultancy service that ensures that every process is designed to deliver the best advice and result.



Human Resources

Advisor
Business Partner
Administrator
Talent Acquisition



Procurement

Procurement Manager
Purchasing Assistant



Sales & Marketing

Business Development Manager
Marketing Consultant
Digital Communications Manager



PA/Executive Assistant

PA, EA, PA/Office Manager
Junior PA
Head of Executive Office



Operations

Commercial Assistant
Sales Administrator
Customer Service Champion
Fleet Support
Project Manager

The largest number of candidates in one recruitment process - a senior HR role:

170 CANDIDATE POOL

10-15 Filtered for experience and suitability via internal interview

1 Offered the role

50 Identified as suitable/interested

3-4 Shortlisted & assessed, presented to client for interview

1 Placed in the role successfully



Equality, Diversity & Inclusion

Equality, Diversity & Inclusion is right at the top of our agenda. Our aim is to continually enhance our understanding and to bring about improvements in the job market through positive ED&I practice. We have developed an ED&I proposition that we are very proud of.



Our ED&I page is an access point for some of our research, advice and examples of the very best ED&I practice.

▲▲ *We always aim to deliver on a shortlist that is represented with the range of diversity discussed at the outset of the campaign.* ▼▼

We have brought all our knowledge together and have produced a simple checklist of questions for every campaign - **"Improving Your Recruitment Processes Through Positive ED&I Actions"**. It is designed to add more strength to each of our recruitment processes and is a valuable guide to any employer who wants to improve their own processes.




Request a copy here





Our Other Specialisms

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The Nostell Estate
Nostell
Wakefield
WF4 1AB

 01924 679 841

 email Pratap Partnership 