Chemical Search International
Services Snapshot

Streamlined Search Service

Flexible, streamlined search service. Designed for management level positions. Retained, staged fees. Candidates are presented 'as they come' for more pace.

PHASE 1

Assignment Briefing

A detailed discussion will be held with the Client to discuss the appointment. We consider our ability to offer impartial guidance on the appointment and required candidate to be a pivotal one. When complete we aim to have a clear understanding and alignment of both sides on the candidate requirements which we rank as; 'critical', 'desirable' and 'hopeful'. We also discuss target companies or individuals to approach (and those we cannot) and desired timeline.

Marketing Preparation

Once agreed, we prepare a detailed marketing brief to present to interested candidates. This will be a carefully worded combination of the client's own job description, company background and current situation, plus any other relevant information, to portray the Client and job in the best light, while also fully informing prospective candidates. Being able to prepare a compelling document to attract talent is a core skill of our company. From this we also prepare an anonymous but catchy advert (if allowed) as a 'hook' and a robust NDA if needed for confidential searches.

PHASE 2

Candidate Acquisition

1. Active Search

We do our research in-house via full time dedicated search analysts and our own consultants and work as a team drawing up a comprehensive list of potential target companies and individuals to contact. We then contact them to ascertain their interest. We actively call target companies to identify people if they are unreachable by other means. We find this far better than using 3rd party contractors.

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2. Advisory Network

Our research is leveraged by our unique and constantly growing executive advisory team. Built up over many years these individuals are either luminaries of our industry or deep sector experts with priceless networks and contacts in specific parts of the chemical and related sectors. To date this numbers over 75, based in many countries and covering many parts of the chemicals and allied sectors; from petrochemicals and feedstocks to fine chemicals, CDMO and pharma to experts in the emerging green technology space. Some are featured on our site but most are confidential.

3. Advertising

If the appointment is not sensitive, we may advertise it as a 'hook' to interest potential candidates. This goes on our sister networking portal, plus our website (which enjoys a #1 organic Google ranking for "chemical executive search"). We would also advertise on our social media channels. We never reveal the identity of the Client and mask whatever is practicable to prevent the identity from being easily guessed. Sensitive roles would never be advertised publicly.

4. Professional Networking

We established one of the world's largest independent professional networks for our sectors and in addition, use other professional networks, as necessary to source talent. Our team members were early adopters of these and have grown very significant networks since their inception.

5. Our Database

We use our own confidential database for suitable candidates. This has been carefully grown since we founded in 2000 and is constantly refreshed via events and networking throughout the year.

Initial Candidate Evaluation

Key Criteria Scorecard

From the agreed candidate requirements, we prepare an interview template to capture how well all candidates score against the key criteria. This is used for all candidates interviewed so we can best compare and make recommendations.

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PHASE 3

CSI Interview

Live Interview: Candidates are normally interviewed by remote Teams or video call unless the Client prefers a face-to-face interview. Permission will be sought in advance for any significant travel needed to do this.

A detailed candidate profile will be presented. This is normally 2-3 pages covering; key points for recommendation, personality, strengths & weaknesses, motivations, ambition, remuneration, career clarifications etc, together with their original CV and any supporting information.

CSI will present candidates 'as they come' rather than awaiting a formal 'short-list'. This is better for more urgent hires as suitable candidates can be interviewed early, or for especially difficult hires.

Psychometrics

Part of our analysis will be a personality profile gathered via observation and interpretation of any prior psychometric evaluations. These are normally sufficient, but we also use an accredited partner who performs tests such as SHL's test OPQ32i. Details can be provided at a small additional cost.

PHASE 4

Client Interview / Facilitation / Closure

Client Interview

CSI arranges candidate meetings with the Client. If considered helpful, the CSI consultant can attend the initial meeting with the candidates. The purpose of this is to observe how the candidate interacts with the Client and culture so we can provide more informed recommendations.

References & Validation

At offer stage we gather, contact and collate professional references on the Client's behalf and request validation of the chosen candidate's identity, qualifications and experience.

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Facilitation & Negotiation

CSI offers a high-quality and carefully controlled process where we act as an intermediary between Client and candidate throughout the entire interview and offer process and as required, assist both sides in any offer negotiations. This means we seek and provide feedback and an interest 'barometer' after every interview and discussion between client and candidate, ensuring both sides are fully informed of interest and developments which may affect the process.

Follow Up - Post Placement

We maintain the relationship to ensure each hired candidate is thriving in their role and exceeding expectations. As part of our quality process, we speak to both parties after 3 months (at least) to evaluate progress. We also offer (at additional cost) a 3rd party managed On Boarding Service, a short, focused programme of coaching to ensure the new employee settles in and contributes quickly.

Our Fee Arrangements

Our fees are based on the anticipated complexity of the assignment, but we guarantee they will be competitive and designed to keep our clients happy for years to come. Please get in touch to discuss.

"Chemical Search International was recommended by industry contacts and impressed us. They invested the time to understand our needs, culture and the subtleties of the assignment. They kept us fully briefed and, following first stage interviews, their insightful written profiles allowed us to select several highly-qualified senior executives for the final stage. In short, they delivered against budget and deadlines, demonstrating a complete commitment to the concept of partnership."

Peter Van Molle - HR Director Europe, Solutia Europe S.A, Brussels, Belgium