

Goodson Thomas

Executive Search. Corporate Insight



Crown
Commercial
Service
Supplier

RM6290 Executive & Non Executive Recruitment Services

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Introduction

Goodson Thomas is a proudly indigenous, generalist boutique search business headquartered in Wales with a second office in London, and this year we celebrate our 8th year of operation and our most successful one in business during an unprecedented time globally.

At Goodson Thomas, our team of experts is made up of people-oriented professionals who can provide you with a level of service and engagement to match your requirements, taking a tailored approach and offer targeted solutions.

We offer three core talent sourcing products, as well as a host of corporate insight services, that can enhance the performance of your business:

- **C-Suite and Executive Appointments**
- **Non-Exec and Trustee Board Appointments**
- **Mid – Senior Management Appointments**



Our Success



99.5%
FILL RATE

ACROSS ALL
194 APPOINTMENTS

NON EXECUTIVE / EXECUTIVE

Non-Executive 32%



Executive 68%



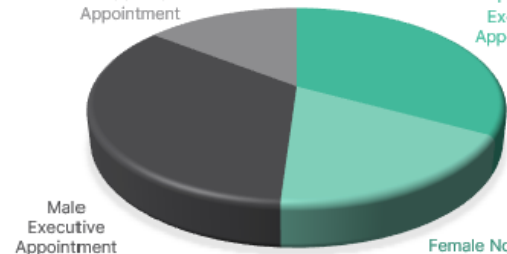
51% / 49%
GENDER SPLIT

ACROSS ALL
APPOINTMENTS



Male Non
Executive
Appointment

Female
Executive
Appointment



Male
Executive
Appointment

Female Non
Executive
Appointment

Our Value

As successful sector generalists, our specialism is the ability to assess **strong leadership profiles**. We take time to understand your ambitions as an organisation, as well as the **strategic and cultural impact** you need from each appointment and test the market to **match your requirements**.

We act as **advocates for your brand** in the marketplace, assessing the technical and cultural suitability of **every applicant** and present them objectively to support you in ensuring you make the right appointment.

We have a strong reputation for delivering high quality appointments for Welsh businesses, but **our reach is UK wide and international** in scope, and we strive to deliver dynamic and **diverse candidate pools** with every project.

In the last year, **62.5%** of assignments won are repeat business and **70.8%** are public sector roles.

Working with Us

We act as **trusted partners** to our clients, understanding your challenges and triumphs and **advocating your needs** in the labour market.

Search is our expertise, granting us access to **active and passive talent** to source the right candidates for your business.

We work on an **exclusively retained** basis, which enables us to take ownership of your executive, non-executive and senior talent needs and deliver a candidate field that meets **the same high standard that has set us apart from other agencies**.

As your search partner, **we represent your brand to all prospective candidates**, and **we speak with every applicant**, testing their technical and leadership experience, assessing their motivation and the contribution they can make to your culture

We are proud of **the value inherent in our offer**, and confident **you won't find a more competitive solution** in the market.

Our Corporate Insight services include:



Talent Reviews



Talent Evaluation



Succession Planning



Organisational Design,
Reconfiguration and
Reorganisation



Board Review



Trustee / Board Training



Equality & Diversity
Strategies



Employee Engagement



Employee Engagement



Trends Identification

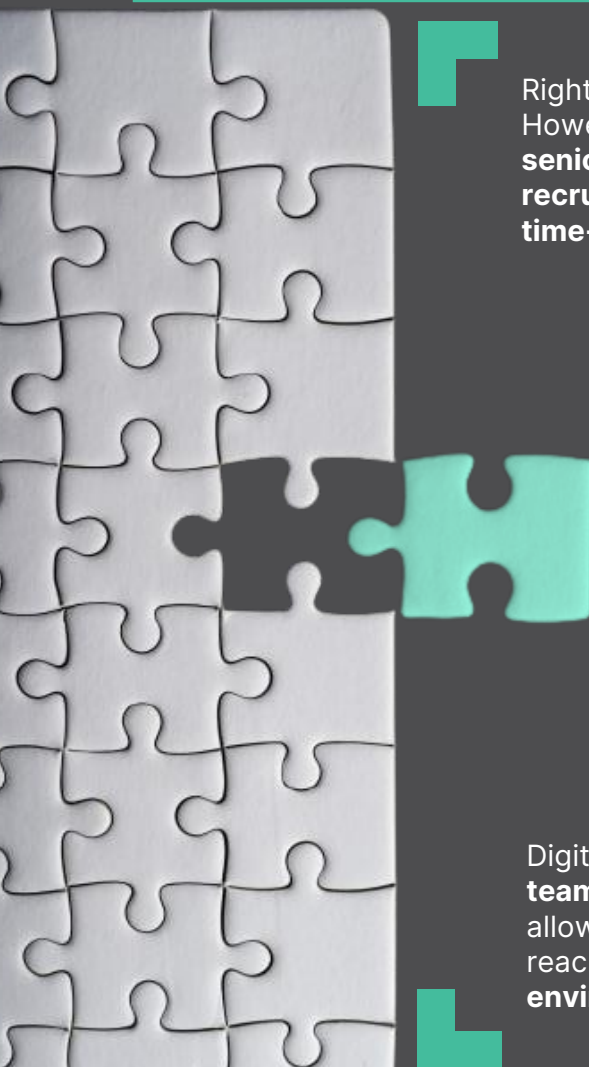


Employer Branding
(employer of choice)



Reward & Compensation
Evaluations

Why Work with Us?



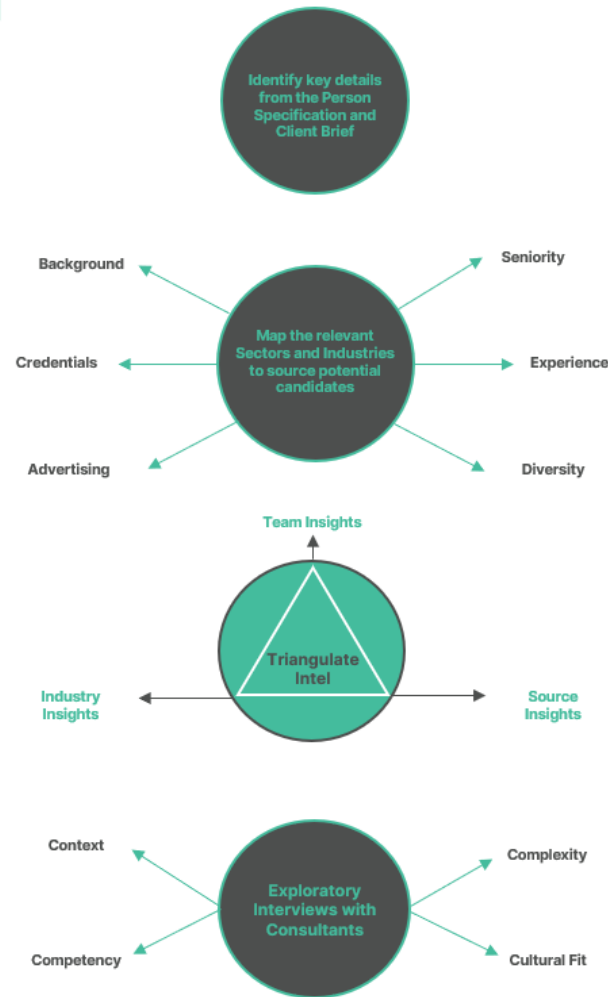
Right now, employment confidence is high. However, it means **competition for well-qualified senior talent is fierce**, which makes in-house recruitment campaigns **challenging, costly and time-intensive**.

Almost **half of businesses (47%)** are reporting **hard to fill vacancies***, and so they're looking to develop more enticing propositions for candidates, **leading to increases in remuneration and greater flexibility** than ever before.

Tackling these problems on behalf of clients *is our business* and we work hard to ensure we can be the **missing piece in the recruitment puzzle**

Digital platforms and **an openness toward remote teams** are becoming increasingly prevalent, allowing businesses to expand their geographic reach and **improve their diversity and environmental impact**.

Whilst **many employers are looking to develop talent in-house**, this doesn't necessarily address the **skill and experience gaps within their workforce**.



Our Approach

Week 0	<ul style="list-style-type: none"> ➤ Briefings around the role and candidate requirements ➤ Define and devise the person specification and Candidate Brief ➤ Proposals as to where and how to advertise the vacancy ➤ Production of recruitment materials and advertising
Week 1 – 4	<ul style="list-style-type: none"> ➤ Sourcing of suitable candidates via Executive Search ➤ Response Handling ➤ Liaising with candidates and providing feedback ➤ Producing a summary assessment of each candidate for the selection panel ➤ Full candidate management throughout the recruitment process, including candidate interview availability and providing candidate feedback ➤ Provide Management Information including diversity monitoring data of candidates
Week 5	<ul style="list-style-type: none"> ➤ Longlisting Meeting
Week 6 - 7	<ul style="list-style-type: none"> ➤ Competency Based Interviews & Comprehensive Reporting ➤ Personality Assessments for Shortlisted Candidates
Week 8	<ul style="list-style-type: none"> ➤ Shortlisting meeting ➤ Conduct due diligence checks of the shortlisted candidates
Week 9	<ul style="list-style-type: none"> ➤ Final Panel Interviews & Appointment

Diversity and Inclusion



Diversity and creativity are at the heart of our work. In pursuing growth as a business, we have deliberately sought to attract appointees with diverse mindsets, outlooks and beliefs; enriching our ability to effectively undertake our search. We consistently challenge each other to ensure our judgements, assessments and analyses are robust and evidence-based, and we continuously seek to add value to each and every client and candidate engagement.

With a **sector leading fill rate of 99.5%**, we stand on excellent foundations to progress further.

We are a signatory of the Standard Voluntary Code of Conduct for executive search firms and adhere to these gender diversity standards., and we have been part of Business In The Community's 'Age Inclusive' network.

We have developed relationships with socially beneficial movements, to maximise the exposure of our clients' opportunities to tackle barriers to equality of opportunity and under-representation in the senior jobs market.

At Goodson Thomas, we strive with every project to search deeper and wider to accurately represent the talent and skills available in the labour market, without conditions.

Testimonials

We believe we possess the understanding, knowledge, skills, and experience that position us well to be entrusted with the responsibility of being your executive search partner. We would be thrilled to work with you and are confident that our track record demonstrate our suitability to be considered for this responsibility.

It has been a great pleasure working with the team at Goodson Thomas lead by Juliet. The team were quick to engage and fully understand the specific requirements of the Learned Society when searching for our Chief Executive.

As a small charity in Wales we were very particular about the person we wanted and were concerned that this would limit the number of potential candidates for the role. Goodson Thomas worked tirelessly to finesse a candidate brief that not only satisfied our requirements but that was attractive to a very high calibre field of candidates.

The support Juliet and the team offered the Society through the process was incredible. Not only did the breadth of candidates presented to us exceed our expectations but the support through the shortlisting, interview and selection process was invaluable.

The team showed a knowledge of the landscape in Wales that was a critical factor in securing our next Chief Executive and I am delighted to have had this opportunity to work with them. I have no hesitation in recommending Goodson Thomas.

Hywel Thomas
President, Learned Society of Wales
October 2021

I have worked in the HR and OD field for many years and have worked with a number of international recruitment agencies.

I was recently a candidate in a recruitment process which was managed by Goodson Thomas, they were excellent and I have to say the best agency I have dealt with. Right from the start they were responsive, ensured that I had an excellent understanding of the role I was applying for, tested my competencies and ability to fulfil the role. Throughout the process, they were in regular contacts, sharing information, maintaining my interest and ensuring I was ready for interview.

As a candidate you could not ask for a more professional service.

Kathryn Jones
Director of People & Innovation
Housing Association
May 2021

Testimonials

Goodson Thomas were instrumental in our recruitment drive for a CEO in a niche sector which incorporates the NHS, Academic and Commercial worlds. The team took time to understand our needs resulting in positive recommendations making certain that we were attracting and selecting the best talent. Sian and the team were personable, professional, extremely efficient, responsive, insightful and supportive throughout the whole process.

The summary shortlisting pack was particularly insightful and demonstrated their understanding of our needs as well as an in depth knowledge of each of the potential candidates profile which was instrumental to both the shortlisting and interview process. I would have no hesitation in recommending Goodson Thomas services, they truly are an exceptional outfit.

Bernardine Rees, OBE
Chair, Respiratory Innovation Wales
June 2021

I have had the pleasure to work with Goodson Thomas on a number of high-profile roles including the appointment of a CEO, Chief Digital Officer, Senior HRBPs and Statisticians.

Over the years, we have built a trusted relationship and feel that the team at Goodson Thomas have taken the time to understand WJEC's culture, values and vision and use their expert knowledge to ensure they deliver an exceptional service.

We are always provided with a very personal and tailored service which is both extremely professional and sets them apart from other executive search services.

It is always a pleasure to work with the team.

Beverley Green
Head of HR, WJEC CBAC
July 2021

Testimonials

It has been my pleasure and privilege to work with the professional and dedicated team at Goodson Thomas. They have supported the successful recruitment of six specialist NEDs, CEO and Commercial Director at the Port of Milford Haven.

Sian and her talented team provided a breadth of candidates from within Wales and across the UK and Europe. They spent time understanding our brief, worked with us through the sift, first and second interview processes and undertook the final due diligence and employment checks before the appointment.

A comprehensive, bilingual, end to end service that I believe is second to none in Wales and I have no hesitation in recommending Goodson Thomas to any other organisation in the public, private, trust port or charitable sectors.

They also kindly supported the recruitment of members to my Marie Curie Cymru Advisory Board. One word: "Ardderchog".

Dr Chris Martin BPharm (Hons) FRPharmS DLitt
Chairman, Port of Milford Haven
Chairman, Marie Curie Cymru Advisory Board
Acting Chair, Life Science Hub Wales Ltd
Acting Chair, Bevan Commission
July 2020

Goodson Thomas was the first recruiter that I've responded to on LinkedIn.

It was obvious that the consultant had done their research and their professional approach led me to explore a position that I might not otherwise have found.

The team were incredibly helpful throughout the recruitment process and beyond, with a refreshingly personal approach.

I'm loving my new position and I wouldn't have found it had it not been for them.

Andy Haywood
Director of Digital Services
Welsh Ambulance Services NHS Trust
January 2020

Goodson Thomas Team

Goodson Thomas⁷
Executive Search. Corporate Insight



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FULL INFO

Our Guarantee

At Goodson Thomas we have confidence in the quality of our processes and the expertise of our team. We are proud of our track record **and our market leading fill rate of 99.5%** across 194 appointments.

More than this, **we are committed to being more than just another supplier** to our clients. We strive to **act as your commercial partner** on the project and we offer the following guarantee to assure you of our commitment to **achieving the right outcome for your business.**

We will continue searching until you make an appointment; and if that candidate leaves the post within the first 6 months, we will return to the market to source a replacement free of charge.

Get in touch.

We'd love to hear from you

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