



YOUR SOLUTION TO

## Developer/Contractor Executive Search

At ACR Executive Search we specialise in the sourcing of Senior Executives of the highest calibre to critical, often difficult to fill positions in your business. We are dedicated solely to the housebuilding and partnership housing sectors.

Utilising our wealth of expertise, over 25 years, our USP centres on the trusted, longstanding relationships we have built with both candidates and clients from across the industry.

In contrast to search companies who might be making cold contact with people for the first time, we have an extensive network of candidates, many of whom we have known since the start of their careers. It really helps that we know them already, and they trust us. This builds confidence in the process and will deliver the results you expect in the timescale you need.

**We know the things that truly matter. We know the people and we know housebuilding.**

A UNIQUE PROPOSITION

## Unlocking Outstanding Leaders

We work collaboratively with organisations throughout the UK, appointing Directors and Managing Directors across the construction and housebuilding sector. We work within the Commercial, Technical, and Production disciplines, Land, Planning, Finance, Sales and Marketing and Customer Care.

Using an open, honest and direct style of communication, our personable approach coupled with a deep understanding of the sector and its people are showcased throughout our process.

We operate a flexible, highly competitive fee model that guarantees your return on investment. We agree a small retainer upfront, to be agreed according to the details of the assignment. Our confidence to deliver means we are happy to charge on outputs, with the balance paid only once the successful candidate commences employment.

- ✓ **Transparent.**
- ✓ **Personable.**
- ✓ **Respected.**





## Taking the brief

We meet and chat with you, taking a detailed brief to ensure absolute understanding of your requirement. This includes the timelines involved, the structure of the existing team, the cultural identity of your business and the preferred candidate. We can produce an NDA if required.



## Market Appraisal

We explore our network. Who would be interested? Why might they be interested? Why could they be right? We gather our intel and present it to you. We chat some more, ruling some candidates in and ruling some out. We also listen to you and understand who might be on your radar too, including any internal candidates.



## Candidate Approaches

We speak to our targets and gauge their interest, and we do this really well. we recognise we are representing YOU – we recognise we are representing your business, your culture and your values so we make sure we get it right.



## Our Recommendations

We present our recommendations to you in advance with a detailed written report including a full personality profile in accordance with Hogan psychometric testing. This is followed by a meeting with you to discuss each of our recommendations in detail.



## Candidate Interviews

We set up the 2nd interviews for you (and can attend if you want us to). We can arrange these off-site for confidentiality if needed. We will take your feedback alongside ours from our approaches, then set up the final shortlist to meet you again together with any colleagues you would like to include.



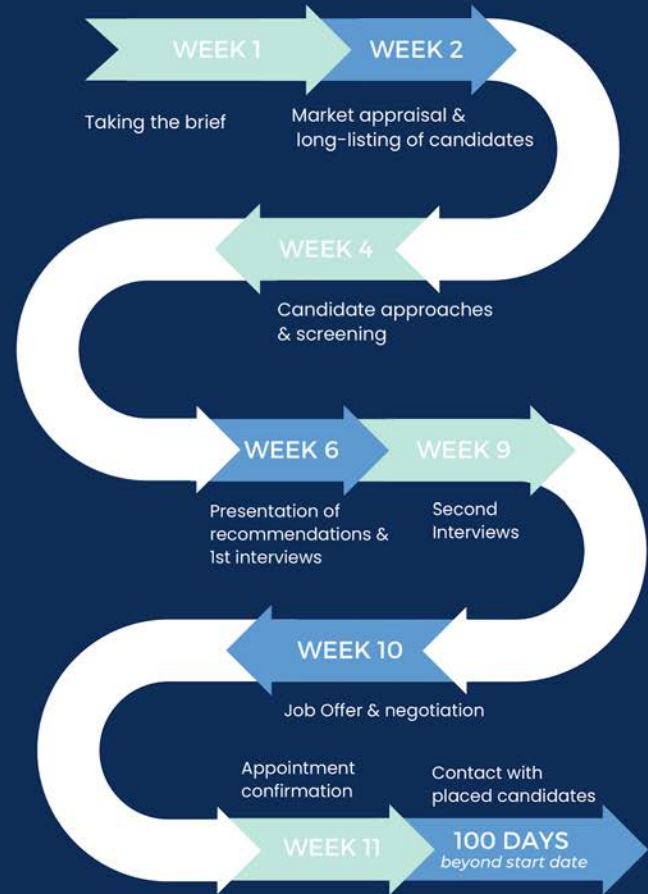
## Job Offer & Negotiation

With the target identified, we then help ensure the process remains on track as we oversee the offer process, any negotiation required and resignation counselling. We remain very close to you and to the preferred candidate throughout this critical part of the process.



## On-Boarding

Once the candidate has resigned, we encourage you to remain in contact with us and with the candidate directly. We maintain that contact during the first 100 days of your new starters tenure.



*Timeline for illustration purposes only and are reflective of a typical search assignment*

GOING THE EXTRA MILE

## Our commitment to ensure we optimise talent acquisition

Independent personality and talent evaluations assist in "de-risking" the hiring process. They also greatly enhance understanding the cultural fit of any candidate for your business.

We are proud to be able to work with Nick, who boasts 25 years' experience in the HR discipline. Having held Group HR Director level positions with Countryside Properties and more recently, Barratt Homes, Nick holds a wealth of unrivalled knowledge and experience. His expertise include HR transformation and executive coaching.

At ACR Executive search our values are simple: we are transparent, we are personable and we are respected. We're dedicated to representing the very best talent within the Housebuilding industry. At the time of shortlisting, we commit to doing so from a diverse candidate pool.

It is also at this time that we conduct Hogan Personality Assessments, provided by Nick Worrall Consulting.



KEEPING IT PERSONAL

## Andrew Fowler - your dedicated, single point of contact

Andrew has worked in the recruitment industry for 25 years. Living in Chelmsford, Essex with his two sons, Oscar and Henry, he is an enthusiastic sports fan. Andrew enjoys playing golf and is a regular at his local boxing gym. Also an avid football fan, he supports both Oxford United and Manchester United.

Passionate about delivering a consistently outstanding service, Andrew has received a wide array of testimonials from satisfied clients across the industry.




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REACH OUT *WITH* CONFIDENCE  
*IN* CONFIDENCE

## Get in contact today

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“

I have known Andrew since 1998. During my tenures with George Wimpey and Crest Nicholson, Andrew established himself as my go-to guy for recruitment across all disciplines. His awareness of people in the sector, industry knowledge and dedication meant he rarely let me down. He doesn't waste my time because he represents people he has faith in and he is without doubt an outstanding judge of quality and character. In more recent years Andrew has broadened his scope to cover Director appointments dealing with my requirements with professionalism, authority and confidence”

**Peter Diffley**  
Retired Managing Director

“

I have known Andrew for the past 10 years having first utilised his service to recruit Construction Management staff for Barratt London. I continued to use his service during my time with Weston Homes, and then when in need of an opportunity myself I chose to contact Andrew. He was professional throughout the process, first meeting me to obtain a detailed understanding of the kind of business I wanted to work with, and then while supporting me through the process to secure my current role. Andrew's knowledge, down to earth character and wit is a breath of fresh air when dealing with a recruitment firm. He is a credit to his profession and great to deal with!

**Jim Anderson**  
Group Construction Director

“

“I was recently approached by Andrew on behalf of Dandara Homes who were recruiting an Operations Director for their Milton Keynes region. From the outset Andrew was well informed about the company and the requirement and managed the process from initial introduction to appointment with pinpoint professionalism. Having experienced first-hand how Andrew operates from a candidate perspective, I would not hesitate to utilise his service when seeking new hires”.

**Nick Phillips**  
Operations Director

“

Whilst with Countryside, I have utilised Andrew as a search consultant for a number of key Director level hires over the last decade. I have always found his personable approach and in-depth knowledge of House Building to be invaluable when securing best in class talent. He manages the process professionally, with integrity, transparency and good humour. I would absolutely recommend Andrew to House Building businesses seeking to appoint at main board and director level”

**Catherine Brooking**  
Managing Director