



# JOHN PARTNERS

TAILORED RECRUITMENT SOLUTIONS

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JOH Partners  
Tailored Recruitment Solutions



# VALUES DEFINE YOUR CULTURE

Being able to identify the right talent at the right time is key to any business.

JOH Partners uses industry insights and data solutions to identify the talent you need fast to gain that competitive advantage.

# THE PROBLEM YOU FACE

## 01 – UNDERSTAFFED

There are not enough leaders  
To keep up with growth so...

## 02 – OVERWHELMED

Existing leaders are stretched  
causing them to feel  
overwhelmed...

## 06 – TURNOVER

Frustrated and Burnout leaders  
leave the organisation and so  
the cycle continues....

## 03 – REACTIVE CULTURE

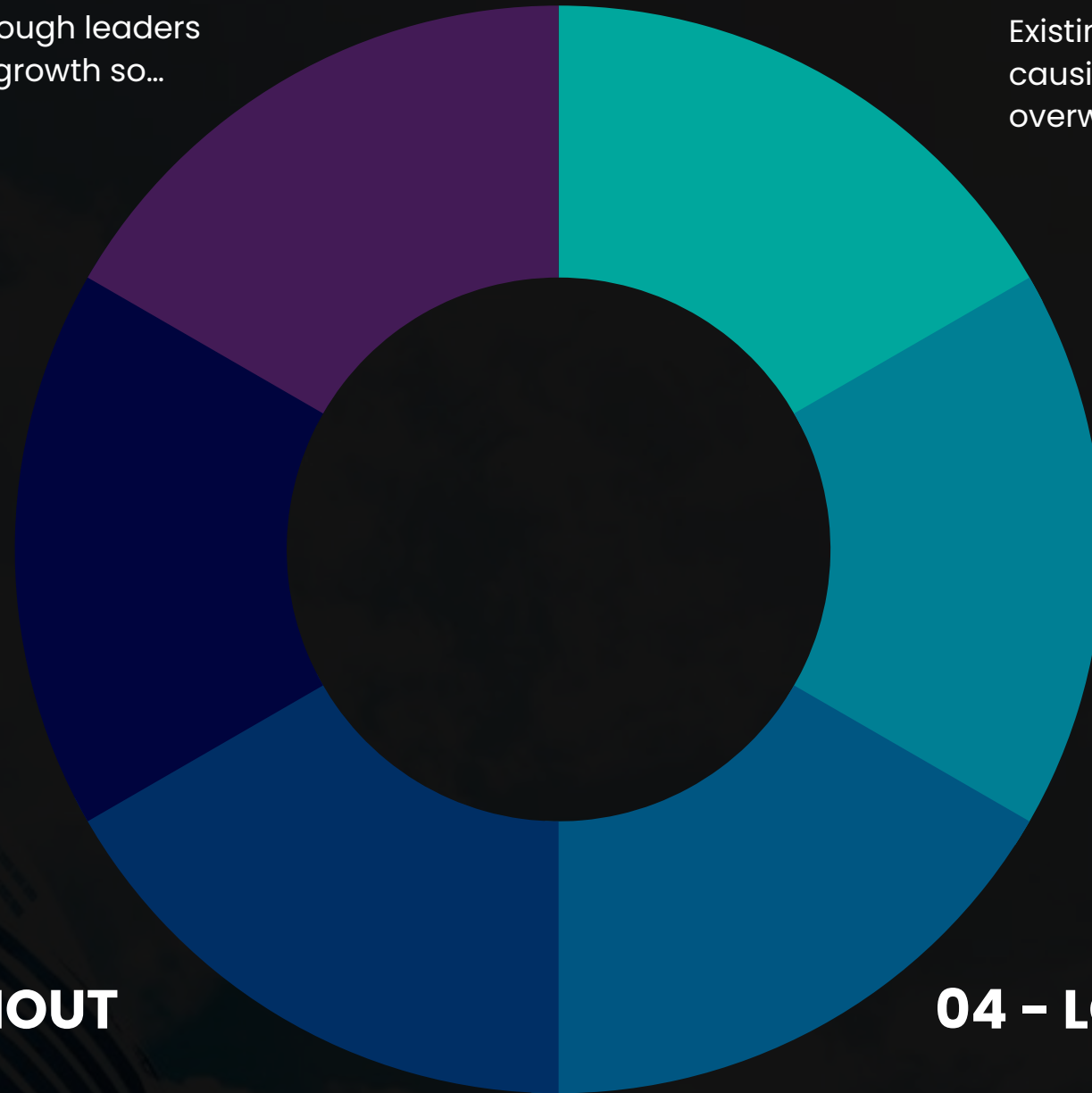
The culture becomes reactive  
vs. proactive which leads to ...

## 05 – BURNOUT

Leaders and front-line associates  
to moved past frustration and into  
burnout which causes....

## 04 – LOSS BUSINESS

A decline in attention for both  
clients & subordinates which  
causes.....



# TRADITIONAL METHODS DO NOT WORK ANYMORE

01

## Job Boards

Usage by top passive talent is in fast decline

02

## Top Talent is too busy

Top passive leaders do not have the time to apply for roles and will seek the help of a trusted Headhunter for market intel on exciting challenges

03

## Poor Communication Strategy

The average leader receives over 25 job message per week

04

## Referrals from staff

87% of candidates we speak with would rather refer someone to a head hunter Vs their own firm

05

## Talent Branding

Since COVID candidates are seeing Talent Branding as meaningless. Your message needs to be communicated directly by a professional headhunter to make an impact

06

## Company Adverts

Top passive talent are not actively applying to roles



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# HOW CAN WE SOLVE YOUR PROBLEMS?

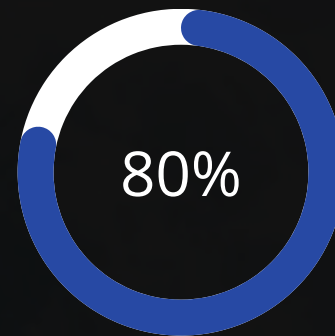
What if you had a system implemented into the core of your business that consistently enabled you to attract, convert and deliver the type of key talent you really want?

# HOW WE WORK



# “PASSIVE” DIGITAL AUTOMATION FUNNEL

*We know that over **80%** of Leaders are NOT actively looking for a job, but they are open to consider a move if all things were right*



Every single day we are speaking with senior leaders across the region and so at any single point we have over **89%** of the market in our network.

Our network, tools and process gives JOH Partners a standout advantage over other recruitment firms in the GCC region.





# TOOLS AND ENGAGEMENT



We have a **10 POINT MATRIX SCORING** system that will help establish the **TOP 3 CANDIDATES** for each role saving you time to not have to look through numerous CVs before selecting the candidates.

01 CULTURE

02 SALARY

03 LEADERSHIP

04 PASSION

05 PAST COMPANIES

06 PROGRESSION  
IN CAREER

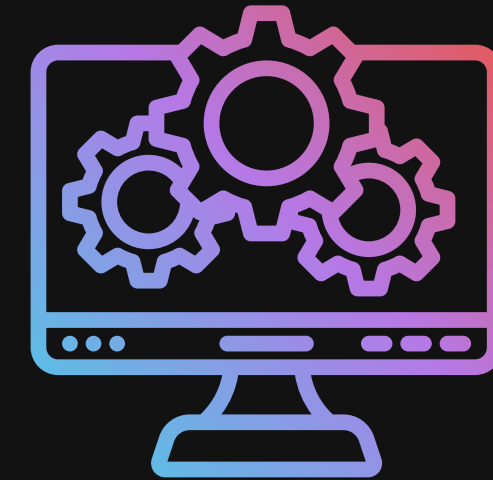
07 MOTIVATION

08 RETENTION

09 BUSINESS ACUMEN

10 PERSONALITY

# JOB SPECIFIC LANDING PAGES



01

## Specific Landing Pages for each job (and company)

Retained solution – Landing pages customized to your position. Creates a big impact with professional slides, charts, infographics and more.

02

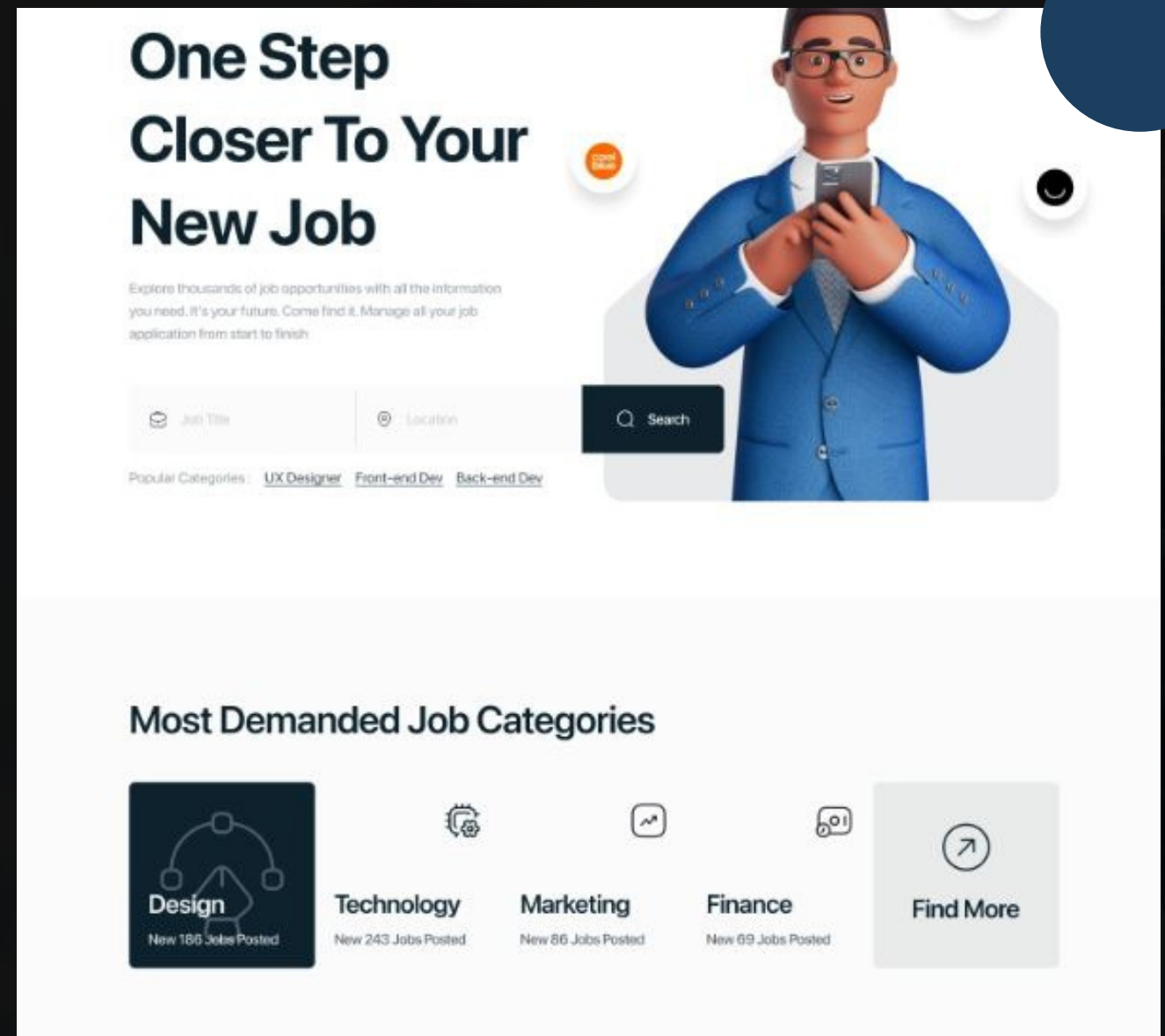
## JOH Partner created videos

We cover topics like company overview, position overview, week in the life, culture, etc...  
page with professional slides, charts, infographics and more.

03

## Company Content

We customize this to fit your needs. Job descriptions, company videos, etc...





# HOW DO WE DELIVER?

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# END-TO-END HIRING PROCESS

Our Retained Solutions includes our effective 7-stage Candidate Delivery Plan, in which we source, assess and provide you with the top talent you need.

## 1. REQUIREMENTS

## 2. PROJECT KICKOFF

A call with your account manager to:

- Gather and review client requirements
- Help you to customise the job spec
- Benchmark Salaries to gauge the correct package

We create the following for you:

- Microsite & Advert
- Job benefits and job of the day videos to our network
- 1st Talent Pool

## 3. PASSIVE TALENT FUNNEL

We search platforms for the best passive talent - with this data we:

- Build a bespoke passive talent funnel for your business
- Engage by delivering tailored content to encourage development and learning while building trust
- Advertise on Google Jobs, LinkedIn, Stack Overflow, Twitter, Job Boards, and More.

## 4. BRAND BUILDER

As an ambassador for your brand, we can:

- Circulate your content via our social channels
- Collect blog content from your team for added exposure
- Host webinars and podcasts with guest spots for your talented team members

## 5. TALENT POOL

We provide you with a talent shortlist via trello board or candidate live list as well as 24/7 slack chat to discuss candidate potential



## 6. CLIENT REVIEW & CANDIDATE RATING SYSTEM

You select the interviews and we provide a selection of suited candidates for the role by using candidate rating system

## 7. INTERVIEWS

Our team supports both candidate and client from start to finish throughout the hiring process.

## 8. SUCCEFUL PLACEMENT

Offer accepted and start date is finalised. Relationships are maintained after placements have been made



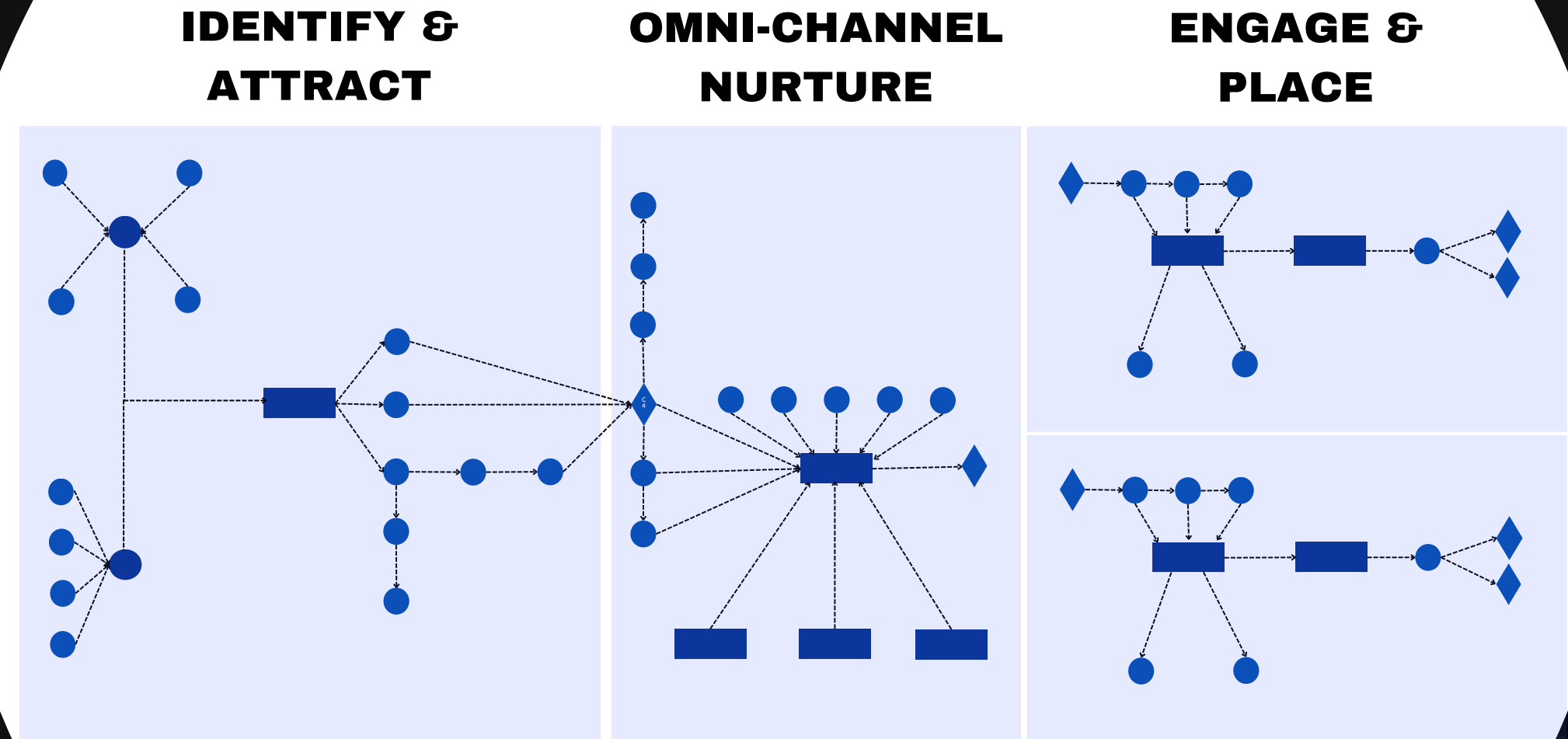
**Day 1**, we create a bespoke plan for your business.

# DAY 2-14 DELIVERY

We would look at our network and database across the GCC (we have 89% of the market covered at any one time). No one else has this. We then access the other 11% by using Headhunt and Referral strategies.



We would then follow the 7 step system to Deliver you the right talent fast.



# THE CANDIDATE DELIVERY PLAN



## Content

We distribute content across a number of Social Platforms giving us Authority in the marketing meaning Candidates trust us and respond to us.

## Inbound Leads

Top leaders approach us 24/7 to discuss their future career plans.

Giving you Full market coverage instantly.

## Market Coverage

At any point we have 89% of the market covered by our process systems which ensure you get direct access to the best talent.

Giving you Full market coverage instantly.

## Top 15%

We focus on the skills you need and then compile our shortlist from our network.

Which gives you access to the passive talent pool.



# THE CANDIDATE DELIVERY PLAN



## Networking Events

We attend regional industry events to be front of mind and be known as the leader.

Delivering the Top 15% into your business to help you grow.



## Candidate Assessment

1-10 Rating Based on our research of what makes a top 15% leader.

This gives you pre scored talent that fits your roles and company culture saving you time.



## Interview Support

We support managers and candidates during the interview process ensuring a smooth and enjoyable process for everyone involved.

# TESTIMONIALS



**Torsten Holst Pedersen**  
Head of Operations (interim)  
at V Group

May 8, 2017, Torsten Holst was a client of Oliver's

I have had the pleasure of working with Oliver on a couple of occasions where we needed to find strong external candidates for senior positions. Oliver did a fantastic job. He worked extensively with us to identify the right candidate profile, not only from a capability- and experience perspective, but also defining the cultural fit for the role. The candidate short-lists were impressive and contained also potential candidates that we would not immediately have considered for joining our industry. Process went smoothly, thanks to Oliver, and we landed highly talented leaders for our organisation.



**Gary Hubbard**  
Logistics & Supply Chain |  
Strategic Commercial  
Leadership | Warehousing &  
Global Distribution | Account  
Management

August 7, 2018, Gary worked with Oliver but at different companies

Having worked with Oliver as both candidate and client, I can wholeheartedly recommend him. He is one of these unique individuals who takes the time to understand the details and the drivers behind the assignments and candidates he chooses to work with. When most recruitment organisations are standardising their approach, Oliver's personalised offering is both welcomed and effective.



**James Wheeler**  
Mining and Metals Expert at Saudi Industrial Development Fund - SIDF

I highly recommend JOH Partners and thank Oliver for the incredible work done placing me in Saudi Arabia. My new position is one that I ordinarily would not have pursued, but Oliver having identified my transferable skill set and experience in Mining, enabled me to advance my career in the financial sector. A great company to be associated with.



**Chanda Kamat Kothare**  
AVP - Data Governance & Quality at ALDAR Properties PJSC

The most unique headhunter I have met till date !!. Oliver puts in tremendous effort at every stage of the recruitment process, be it preparing for the interviews, or providing guidance on the assessment tests, to follow ups post every interview. He is an extremely detailed individual and invests a lot of time coaching candidates- something that is very rare to find in majority of consultants now a days. He is very transparent in his dealings and strives to find the right balance with the candidates expectation and the company's offerings. Overall a fantastic experience and I would highly recommend Oliver to companies struggling to find the right candidates.

# OUR SERVICES



## RETAINED SOLUTIONS

Offers our clients dedicated resources. This method is preferable in cases where a client has a key leadership position to fill whose services are integral to overall organisational success. It is also a better solution when the position is difficult to fill and a contingency search has tried and failed.



## CONTINGENT SOLUTION

Offers our clients a no placement no fee solution. The challenges of this solution are that candidates will not be exclusive to the role and a less extensive search of the market will be conducted due to the none upfront payment and commitment from the client that a retained solution offers.



## PROJECT WORK

Offers clients with short term spikes or long term consistent recruitment plans that require multiple hires to be made for a fixed fee solution by retaining our services for an agreed period of time. This guarantees prioritisation from a dedicated team of consultants (either on or off site at the client location).



## MENTORING

Offers our clients and candidates coaching and mentoring session with pre-vetted people who share a common goal to learn and develop their skills.



THANK YOU

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