



solutions **driven**

SOURCING BUSINESS-CRITICAL HIRES GLOBALLY

BLENDING THE SCIENCE OF RECRUITMENT WITH THE ART
OF ENGAGEMENT TO TRANSFORM THE HIRING PROCESS

Key Facts

Our Team

20 years

Hires in **54** countries

16 Languages spoken in-house

Our Behaviours


Live
& breathe
the customer


Commercial
integrity


Future
focussed


Grasp the
thistle


The team
factor

Our Industries

Science



Technology



Engineering



Manufacturing



Our Specialities

North America
EMEA
APAC

Global Roles

Sales, BD, Account
Management, Operations,
HR, Finance, Procurement,
Supply Chain, Technology,
Engineering, R & D

Functional Roles

Customer Success,
Operations, Process
Engineering, Product
Management, Quality,
Procurement, HR,
Supply Chain,
Technology, Finance,
Sales & Marketing

97% RIGHT
FIRST
TIME

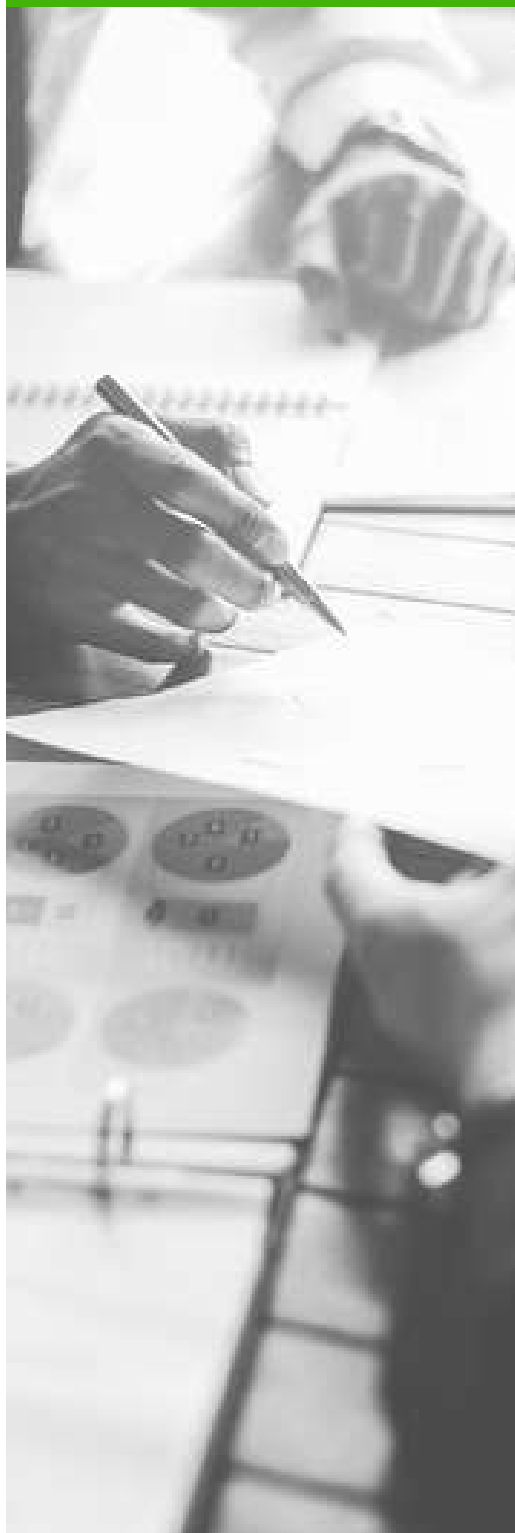
94% 
recommend us

92% passive
hires

recruitment: re-invented



Why Solutions Driven?



Experts in **activating passive talent globally**

Built on a foundation of robust research, data and analysis, our understanding of how to activate and engage passive candidates is second to none.



Recruiters who **hunt talent**, not sales

Combining an agile sourcing framework with world-class recruitment professionals means our team get the right hire first time, every time.



Our **measures** are what matter to our customers

Personalised and data-driven, with an unshakeable focus on delivering the most effective service tailored to the needs of our clients and candidates.

12 Month Guarantee







Client Friendly Terms

Paid on Value Delivered

Three Roles Max per Team

Guaranteed Shortlist Commit Dates

Our unique process

6S PROCESS - TYPICAL TIMELINE		
Stage 1	Stage 2	Stage 3
 Scoping  Scorecarding	 Sourcing  Selecting	 Securing  Satisfying
EXAMPLE WEEKLY DELIVERABLES		
0.....1	2.....3.....4	5.....6.....7.....8
<ul style="list-style-type: none"> • Consultation Call • Initial Market Identification • Talent Pool Check • Develop Resourcing Strategy • Create Candidate Fit Score Card • Assignment Agreement 	<ul style="list-style-type: none"> • Direct Sourcing • Networking • Internal Referrals • SD Create and Build Search Strings • Sample Stage • Pre-Selection "Funnel" • Candidate Shortlist • Candidate Scorecard Complete <ul style="list-style-type: none"> - Candidate CV - Thomas International Notes - CBI Interview Notes - Package Expectations 	<ul style="list-style-type: none"> • Co-ordinate Interviews • Support Candidates • Facilitate Travel Arrangements • Two-way Interview Feedback • Offer Management • Paperwork Sign-off • Satisfy <ul style="list-style-type: none"> - check in at 3,6,9,12 months - references upon request

Our unique approach with candidates

Candidates who have a higher cultural match:

- ✓ Have a higher chance of performing well from day one.
- ✓ Will enjoy the role better than those who have the experiential but not the cultural fit.
- ✓ Will maintain a high level of performance; will get less stressed; will have a lower propensity to be off ill.
- ✓ Will ultimately save the organisation time and money.

Embracing the 6F approach for candidates



FIT



FREEDOM



FAMILY



FUN



FORTUNE



FUTURE

We embrace your Employer Value Proposition and culture and ensure that candidates are fully aligned with the type of person who'd be an ideal match for your organisation.



Sourcing business-critical hires globally

For 20 years Solutions Driven have been consulting with world-wide organisations to provide a best in class end-to-end recruitment process -**The SD 6S Process**. We are committed to getting the right hire, first time, every time for our clients.

Founded in 1998, we are proud to remain a family-run international business. Our company is built on a foundation of integrity, transparency and great working relationships.

recruitment: re-invented

retained: re-invented

rpo: re-invented

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