
WHY USE A THIRD PARTY FOR RECRUITMENT?

From time to time Boardroom Partners is asked about the value of paying for a search for a new board member. With proliferation of electronic job boards and social media, it is a simple task to find a person with particular skills and experience. We would wish any board good luck if this is the route they choose to follow.

However, after 15 years as a specialist consultancy working with boards to improve performance, we would not offer to complete your tax return or even send you on a blind date, but we would offer you an unparalleled knowledge of the non executive director scene in Australia, continued with an ability to match qualified directors with suitable boards.

We specialise in finding the 'unlikely suspects' and have a hugely successful track record in this.

Our focus is exclusively on the needs of the boardroom and the individual board members.

Paying a search fee is a good value investment for a number of reasons:

- It demonstrates professionalism: starting as you mean to go on. Introducing objectivity and independence into the selection process sends a message about how you do business.
- Confirmation of your organisation's direction: this process will force you to think about what the board really needs to take the business forward, rather than who you know who might be available, testing your assumptions about what your board needs in the way of skills, experience and capabilities.
- An independent view: allowing you to make an objective choice and providing you with the opportunity to consider a range of candidates (ours and yours) against your criteria.
- Access to a larger pool: Identifying multiple candidates for you to consider without alerting any of them to the process.
- Confidentiality: you control the process and will not be approached by people 'wanting a seat at the table'
- Confidence in your choice: Giving you the opportunity to select from short listed candidates rather than feeling obliged to accept a recommendation from a friend or associate.
- Quality control: Confidence you are making the right choice through a merit based selection. There is no easy or dignified means of removing a director who is not performing or does not 'fit' on a board in Australia.
- Time saving and simple: Using experienced people to conduct a search, make arrangements and follow up will allow you to focus your time on the important task of meeting and comparing candidates.

Call us if you would like to discuss your requirements and how we could assist.