



**marshall-james**  
Making Employee Relations Work

# Finding the best Employee Relations talent

Talented Employee Relations leaders can be hard to find so let us track down the most qualified professionals for your next vacancy. Our Executive Resourcing division deals exclusively in permanent and interim Employee Relations positions with an annual salary of £65,000 or more.

We know that organisations need senior Employee Relations people with strong strategic, collaborative and communications skills and our unique focus on the market means that we know how and where to find them.

## **What we offer**

With placements of senior professionals in transport, the public sector, financial services and retail already under our belt, Marshall-James has proved that our Employee Relations expertise puts us in the best position to find excellent people for each role.

Our consultants talk to key players in the Employee Relations field every day so we know the market and the jobs inside out. We understand how to match an individual's skills and competencies to an organisation's particular culture, whether in the public or private sector.

We recognise that every organisation and every role is different so we will work with you to get the criteria for the resourcing assignment absolutely right. We'll make sure that we only put forward the right candidates for the job and won't waste your time by trying to make up the numbers.

## **Our candidate pool**

Employee Relations roles are increasingly complex and it can be a challenge to find candidates with both technical expertise and the ability to understand what makes an organisation tick.

We run an active candidate pool of both HR professionals with specific Employee Relations skills and specialist Employee Relations professionals, many of whom have experience of working with trade unions and collective agreements.

## How we work

We use a range of tools to help source the best candidates and will use one or a combination of approaches, depending on the assignment. These include:

- **Our comprehensive database of Employee Relations professionals, offering the best starting point to source senior talent.**
- **An experienced creative advertising team working on the most appropriate campaigns, including print and online resources, to attract the right candidates.**
- **Experienced researchers identifying talented people not already on our database or who may not respond to an advert. Search may be used where any form of advertising is not appropriate.**

## Who we are

Marshall-James is the UK's leading Employee Relations firm. We are building a reputation for excellence by providing strategic consultancy, training and development and outsourcing solutions to a diverse portfolio of clients in the public, private and charity sectors.

We know that tougher business conditions are putting a strain on workplace relationships. This makes it even more important to have the right Employee Relations leadership in place.

To discuss how we can help you find the best Employee Relations talent, call us now.