

Executive Search Guide

Understanding Your Needs

At Hewitt Stone, we understand the critical role exceptional leadership plays in achieving organisational success. Your search for transformative leadership aligns seamlessly with our expertise in delivering bespoke executive search solutions.

With decades of experience, an exclusive global talent network, and a deep focus on actuarial and risk management roles, we are uniquely positioned to meet your strategic goals. This proposal outlines our approach, scope of services, and commitment to delivering unparalleled value for [Client Name].

Based on our discussions, we understand your key objectives are:

- Specific recruitment need/challenge
- Business goal/objective
- Timeline/specific requirements

Our Process

Hewitt Stone brings unparalleled expertise in actuarial and risk management executive search, with a proven track record of placing transformational leaders across:

Insurance
& Reinsurance

Consulting & Advisory
Services

Banking & Financial Services

Investment Management &
Private Equity

Technology & Data Analytics

Healthcare
& Life Science

Client Discovery Phase

1. Business Discovery Meeting

- Conduct recorded two-way discovery session
- Present service proposal
- Close prospect

2. Proposal and Onboarding

- Send detailed meeting summary
- Provide service proposal with:
 - Terms
 - Process details
 - Timelines
 - Payment structure
 - Obtain signed proposal
 - Invoice and collect retainer
 - Conduct kick-off meeting with detailed agenda

Go-to-Market (GTM) Process

1. Talent Mapping

- Conduct comprehensive market research
- Activate global professional network
- Create detailed talent map
- Launch LinkedIn campaigns for talent identification

2. Candidate Sourcing

- Research and generate long-list of candidates
- Conduct sourcing outreach
- Pre-screen potential candidates
- Record Hewitt Stone interviews
- Perform culture-fit assessments

3. Candidate Evaluation

- Prepare shortlist with detailed profiles
- Include culture fit assessment
- Develop long-term retention guidance

Interview and Selection

1. Interview Coordination

- Schedule and confirm interviews
- Prepare candidates and clients
- Conduct post-interview debriefs
- Collect and submit interview feedback

Interview and Selection

1. Offer Process

- Develop offer details
- Present offers
- Manage negotiations
- Secure offer acceptance
- Facilitate contract signing
- Support candidate resignation process
- Ensure confident start and commencement