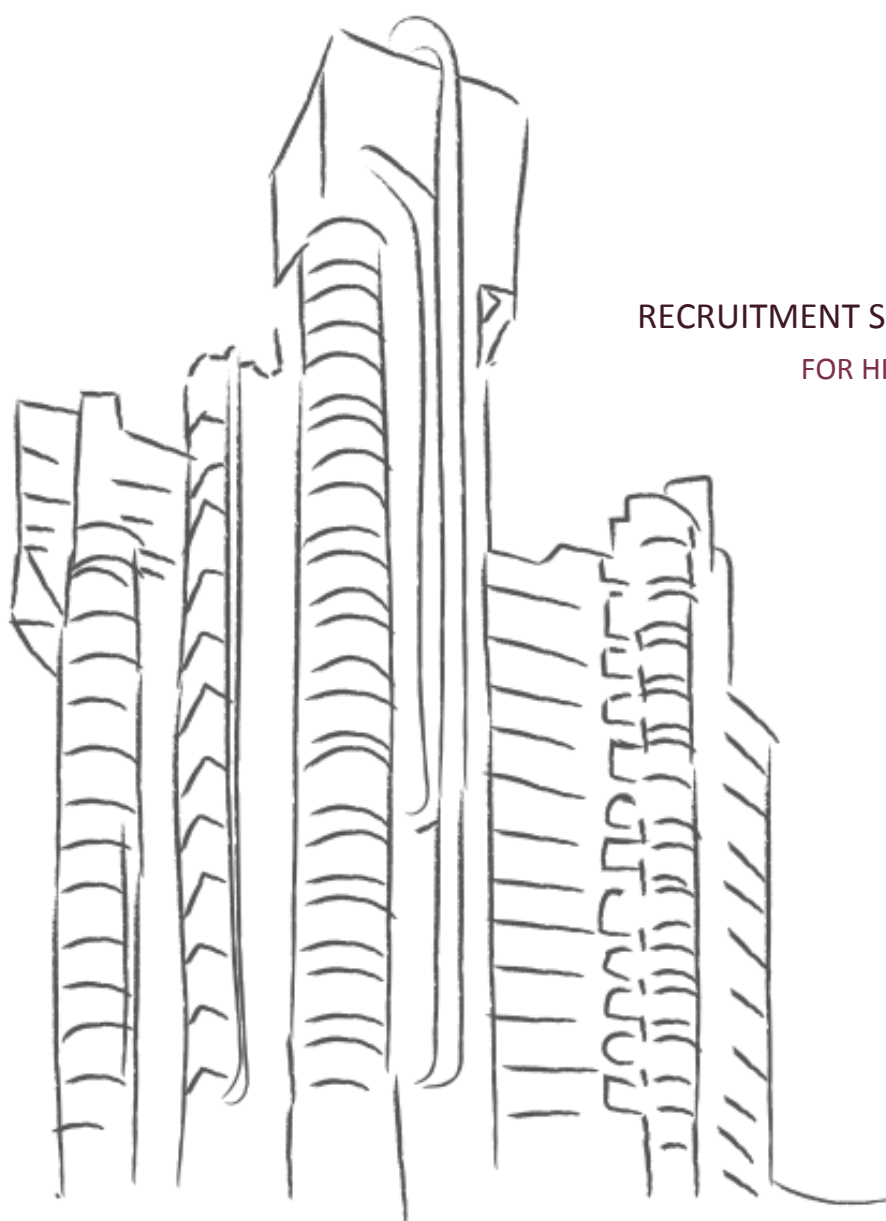




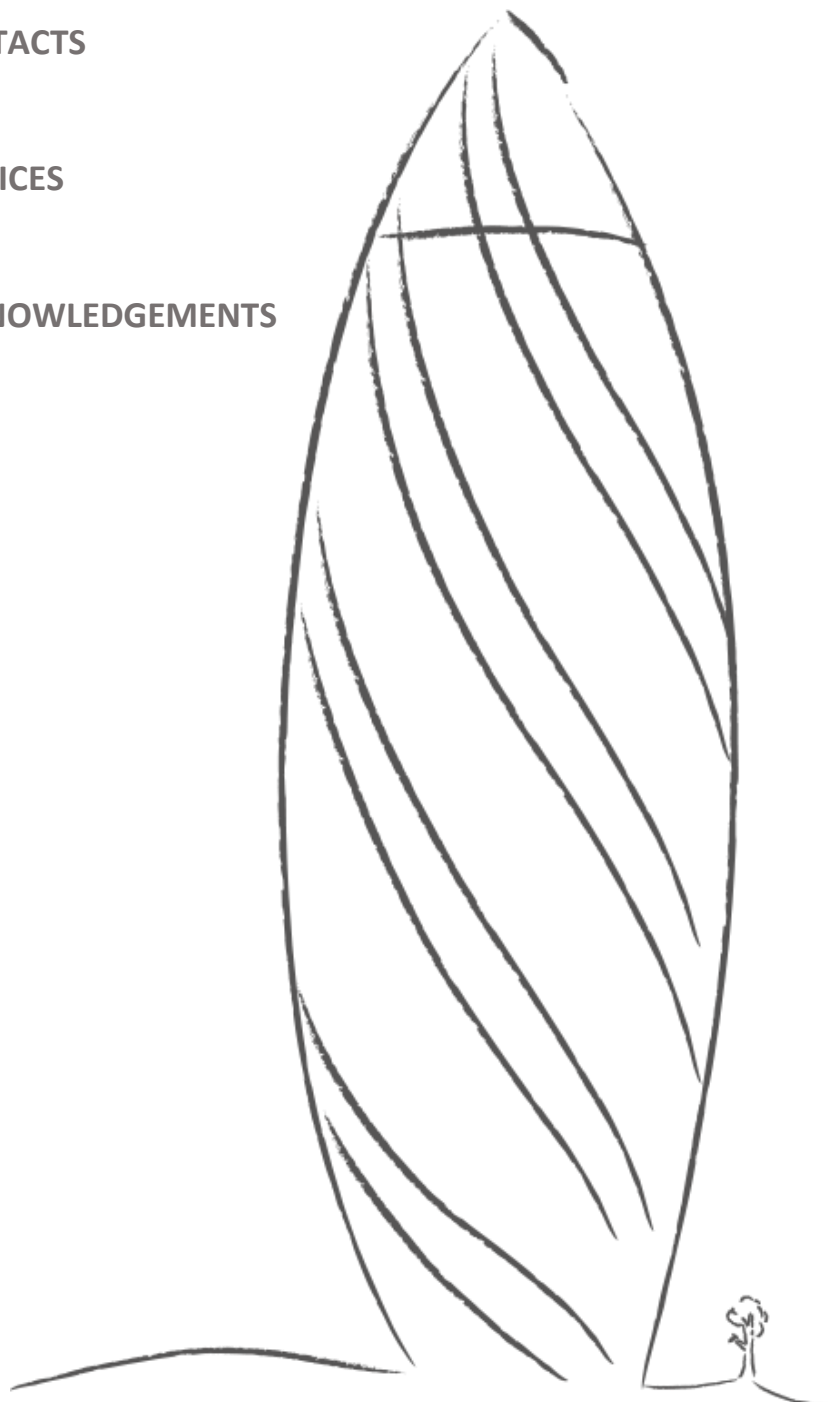
EDEN JAMES CONSULTING



Clients

RECRUITMENT SERVICES BROCHURE
FOR HR & HIRING MANAGERS

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EDEN JAMES CONSULTING

An overview & fact sheet for HR & Hiring Managers

Eden James Consulting is the leading recruitment services solution for London and Regional Market Insurance businesses in connecting with the best insurance talent in the UK. We confidently make this statement for the following reasons;

We do not claim to be “everything to everyone”. We focus on having strong and trusting relationships with the upcoming, established, and best talent in insurance.

Having had 14 years to understand our target market, the people, and the personalities, we can give you an unbiased opinion of why a candidate is or isn't the best person for your business.

Whilst we are not Claims Adjusters or Underwriters ourselves, since before the inception of the business in 2012, we have all shared our knowledge and research with each other to ensure that we understand every aspect of a job role. Candidates consistently comment on the depth of detail we are able to convey regarding a job role, as well as our understanding of our clients' business and the market. If we are new to some aspects of a job role, we don't just read from the job spec to our candidates; instead, we actively research and learn more in order to give them the best understanding possible.

Whether working with us on a Full Retained Search or a Multiple Agency Contingency Search, you can be confident that you have an agency who will use Executive Search methodologies for even the most junior of job postings, meaning we will actively target and head hunt the best talent within your competitors' businesses in both a confidential and professional manner.

As the foundation of our business is based on executive search, and we collaboratively and strategically target specific clients to work with, you can be safe in the knowledge that you have an agency which can attract talent from a much larger percentage of the market. Sales & target driven agencies will, on average, work with 50% + of the market meaning that 50% of the market is “hands off” for them.

We work with approximately 10% of the market, we service the clients with whom we have a strong and trusted working relationships, we keep our clients happy and they keep us busy, we have no desire to spend our days cold calling every HR person in the market! Our job is to find you the best possible person for your role, and that is *exactly* what we do.

YOUR MAIN CONTACTS & AREAS OF SPECIALISM



MILES EDEN – MANAGING DIRECTOR

- Fully trained Executive Search Consultant, uses our psychological 24 step methodology known as the “Finkel Method”
- Over 15 years’ recruitment experience across the Lloyd’s, London and Regional Insurance markets
- Business Functions: **Claims**, Operations, and Underwriting
- Services: Retained Search, Non-Retained Search, Named Search and Contingency
- Contact: **0203 805 5539 / 07806 688 971 / miles.eden@edenjames.co.uk**



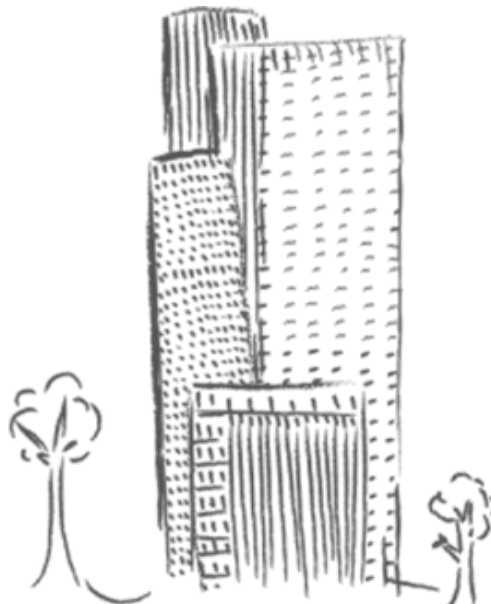
JAMIE THOMSON – DIRECTOR

- Fully trained Executive Search Consultant, uses our psychological 24 step methodology known as the “Finkel Method”
- 8 years’ recruitment experience across the Lloyd’s, London and Regional Insurance markets
- Business Functions: **Claims**, Operations, Data Analytics & MI, Change & Project Management, Risk & Compliance, and Audit
- Services: Retained Search, Non-Retained Search, Named Search and Contingency
- Contact: **02392 681 416 / 07837 351 811 / jamie.thomson@edenjames.co.uk**



RUSSELL PARKER – ASSOCIATE DIRECTOR

- Fully trained Executive Search Consultant, uses our psychological 24 step methodology known as the “Finkel Method”
- Over 20 years’ recruitment experience
- Business Functions: **Finance & Accounting, Claims**, Account Management, IT, and Underwriting
- Services: Retained Search, Non-Retained Search, Named Search, and Contingency
- Contact: **0203 805 532 / russell.parker@edenjames.co.uk**



OUR SERVICES

Executive Search

Search is our specialism. For us, a full market search is just that – mapping the entire relevant market for a given role and approaching all of those individuals. All of us here are well trained Search Consultants and headhunters, and the majority of our Consultants previously worked for a leading UK Search firm, where they received first class training in Search methodology, a method we promote as it produces the best possible shortlist. They have passed on their wealth of knowledge to the rest of the team here at Eden James Consulting, enabling us to attract the industry's top talent for our clients' requirements.

The perception can be that this highly targeted recruitment approach is costly. However, we are able to offer Executive Search on a retained or non-retained basis, as well as a Named Candidate Search (if you only want specific individuals approached).

Because we cover the entire relevant market, you won't get a more targeted, thorough and proactive approach anywhere else.

We follow a rigorous 24 step recruitment process, which includes taking a detailed brief from you, enabling us to sell the opportunity in the best possible way. Without giving away all of our secrets, the process includes gaining confidential candidate recommendations from passive candidates, specific detailed interview feedback, and counter-offer counselling, in order to minimise the risk of this happening at offer stage.

Contingency

We are extremely proactive when it comes to securing the best possible shortlist for our clients. This includes advertising, contacting relevant candidates from our extensive database, and contacting passive candidates who have been referred to us by individuals in the market. If we are given the role exclusively for an agreed period (even just a week), we will also provide Search Services.

Named Candidate Search

In the Insurance Claims Arena, clients often know exactly who they want to approach for any given role. We offer vastly reduced fees for a Named Candidate Search, whereby we are tasked to contact specific individuals and manage the recruitment process.

Being a third party, we are able to gain candid and open interview feedback from candidates, who are more likely to inform us of any concerns regarding the opportunity. This information can be very useful when tailoring your "pitch" to candidates at second and subsequent interviews, ensuring that you promote your opportunity in line with their specific requirements / desires, rather than your assumptions on what they might be. It also allows us to inform you of the likelihood of an offer being accepted, and whether an individual is vulnerable to a counter-offer situation.

Our experience tells us that a candidate's initial salary expectation is higher than their bottom line figure. As a third party, we are able to gauge the true bottom line, often saving you a figure higher than our fee.

ACKNOWLEDGEMENTS

ASSOCIATE SOLICITOR, RPC

PLACED AS CLAIMS UNDERWRITER WITH TOP TIER INSURER

"Working with Jamie has been excellent. He guided me through what can be a difficult process, and provided support and assistance throughout. Approachable and reliable - he is highly recommended."

LEGAL CLAIMS MANAGER

PLACED AS LITIGATION MANAGER WITH INSURANCE LAW FIRM

"Jamie and EJC are by far the most professional agency I have dealt with throughout all of my career. They actually care about the people they represent and will do everything they can to support you throughout the whole process of finding a new role. I will be using them to recruit my colleagues going forward!"

HEAD OF DATA SERVICES

MOTOR INSURERS BUREAU

"I have worked with Jamie on a recent opportunity. I was impressed with his attention to detail, his ability to follow up, and his communication throughout the process. His knowledge of the industry enables him to provide the relevant guidance at every step. It has been a pleasure working with Jamie and I wouldn't hesitate to recommend him to my LinkedIn contacts."

OPERATIONS DIRECTOR

MAJOR INSURER

"If anyone needs specialist Claims related recruitment, Miles Eden and his business is the way to go. Great guy with superb knowledge of the sector and industry contacts. Recommended."

CLAIMS CONTROLLER

LEADING INSURANCE ORGANISATION

"Jamie is personable and proactive. All queries were responded to promptly and with diligence. The professionalism and enthusiasm was greatly appreciated."

HR BUSINESS PARTNER

ZURICH

"I have worked with Miles over a number of years of a variety of issues and have always found Miles on the ball and ahead of the game. He is dedicated and passionate and driven to get the results you need from a business point of view. I would be happy to recommend Miles to my LinkedIn friends."

HEAD OF RECRUITMENT

MAJOR MOTOR/HOUSEHOLD INSURER

"Having placed several candidates with us, Miles and the service he offers are both second to none. Miles provides relevant and credible candidates for every role he works on for us with a professional and friendly approach, and I would highly recommend him to anyone with recruitment needs, especially within claims."

SOLICITOR & CLAIMS MANAGER

CNA HARDY

"Jamie listened to where I wanted my career to go and matched me with the right role, as opposed to sending me any job spec on his file. Jamie is approachable, accessible and very easy to work with. I would highly recommend him."

HR MANAGER

LLOYD'S SYNDICATE

"Miles provides an excellent service to his clients, both from a technical point of view and customer service. His ability to identify top class candidates is superb. His flexibility when dealing with changing priorities is a quality that is much appreciated. I would highly recommend Miles as an Executive Search Consultant."





EDEN JAMES CONSULTING

Are you looking for your next hire?

Our business bridges the gap between our clients and the best insurance talent in the market, giving you access to the most reputable professionals in the industry

Get in touch with us to discuss how we can help you with your next hire in insurance

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Thanks for reading!
www.edenjames.co.uk

