



# **PALMER&COMPANY**

## **EXECUTIVE RECRUITMENT INC**

**Palmer & Company is a generalist executive search firm that has served over 400 clients in Canada. We provide senior and officer-level recruitment to a broad range of clients in the private and not-for-profit sectors.**

## **ASSESSMENT PROCESS**

Our Search Methodology consists of four distinct phases, which are tailored and refined to accurately identify and select the best candidates for every role. Our assessment process begins by gaining knowledge of the organization and the requirement from discussions with key persons whose opinions and perceptions are critical to the initiation and conduct of the candidate assessment. Detailed client knowledge and a precise definition of what we are assessing the candidate for is essential to conducting a successful candidate search and assessment.

## **PURPOSE OF ASSESSMENT**

The purpose of any candidate assessment is to come to know the candidate personally and objectively. It is also to decide whether or not the candidate will likely perform with excellence in a particular job. In assessing each person for a particular position, we assess him/her against the objectives of the organization, the functions and scope of the position, the style and culture of the organization, the key priorities and expectations of the position, and the pre-determined selection criteria.

## **CANDIDATE EVALUATION**

Evaluation and selection of candidates and employees is one of the most difficult management tasks, particularly because the results of an error have far reaching effects. Our assessment report on each candidate is clear and factual. In addition to biographical data, it points out particular strengths each candidate offers, weaknesses that may exist, obstacles which affect the candidacy, and areas for further development. We write the assessment without preferential editorial, and we avoid candidate ranking. However, we do comment on suitability to a particular environment.

## **OUR VISION AND VALUES**

Our firm is dedicated to serving as a strategic partner with each of our clients, and in so doing, we will continue to be recognized as one of the most trusted and respected Canadian executive search firms.

## **ASSIGNMENTS AND SECTORS SERVED**

We recruit personnel in a variety of roles:

- CEO/COO or General Manager
- Marketing and Communications Management
- Sales Management
- Supply Chain/ Operations/ Engineering Management
- Human Resources & Labour Relations Management
- Financial Management
- Information Technology Management
- Development/ Fundraising

We serve a variety of sectors:

- Law Firms
- Consumer Packaged Goods
- Pharmaceutical
- Trade & Professional Associations
- Retail & Entertainment Venues
- Universities & Colleges
- Visual & Performing Arts
- Printing & Publishing
- Crown Corporations and Regulatory Bodies
- Charitable Organizations/ Foundations

## **PROVEN QUALITY SERVICE**

Over the past 18 years, we have amassed dozens of testimonials as a tribute to the satisfaction that both our clients and candidates receive. We enjoy long-lasting relationships with our clients, which is why most of our work is repeat business - the fact of which we are proudest. For some clients, we have recruited the entire executive and senior management teams.

For more information about Palmer & Company, please contact Mark Palmer: