



Executive advantage

Northern Star shines light on executive search dilemma



Amanda McCulloch

Company profile: Thorpe Molloy Recruitment

THE PROVERB goes that “A good man (or woman, of course) is hard to find” but, in the executive recruitment market at least, that’s currently not the case, according to Amanda McCulloch, associate director at Thorpe Molloy Recruitment.

With the recent influx of high calibre candidates onto the market, now is the time for businesses to take action to ensure they have the right leadership in place to prepare for growth and competitiveness once the recession is over.

McCulloch comments: “A recession provides the opportunity to review where you want to go and plan strategically to support that. It is a particularly interesting time right now as the available pool of highly talented individuals continues to increase.

“With unemployment at a 14 year high as a result of redundancies and business restructuring, employers are not at all sceptical of candidates who are currently out of work.

“My experience, too, is that senior executives, who had previously been sitting tight, glad to be in employment, are realising the importance of managing their careers, and are now open to discussing new, challenging opportunities with new employers.”

McCulloch advises, “Companies should take advantage of the talent out there. The market is cyclical, and when economic prospects brighten, poor talent management and operating with too lean a staffing structure will disadvantage businesses.”

With a decade of experience in recruitment, McCulloch started as a trainee consultant with Thorpe Molloy in 1999, when the company was in its infancy. She is now responsible for all commercial operations in the business, employee development and strategic business development with co-directors Judith Thorpe and Karen Molloy.

McCulloch’s achievements have not gone unnoticed. She was named Rising Star in the prestigious Northern Star Awards in 2004, and has been shortlisted this year for their Woman of the Year award.

“I’m increasingly frustrated by the myth that to fill a six figure role companies have to use a London-based head-hunting agency,” says McCulloch.

“In the past two years I’ve filled over 40 senior level assignments. Clients draw upon my specialist knowledge, experience and network to access the wealth of talent in the north east of Scotland as well as searching on a national basis.

“Unlike headhunting agencies, clients don’t pay a retainer fee, giving them the confidence that when I accept an assignment it is because I know I can successfully place the best candidate for the role.”

Another differentiator is that McCulloch works exclusively on each executive assignment. “I prefer to work in this way because it ensures a strong rapport with my clients and means I can contribute constructively to recruitment solutions.

“There’s no doubt that this engenders trust and confidence which in turn has helped me create a unique network of contacts – which is one of my USPs.

“I’ve remained focused on driving the Executive division forward during the recession, confident that it would be a big mistake to put business development on hold.”

With characteristic clarity, McCulloch knows exactly the future direction Executive will take, “Finance is the main focus now because that is my main area of expertise, but it will develop across the Thorpe Molloy specialist divisions, with the aim of becoming the preferred supplier for executive search in Scotland.”

Thorpe Molloy Recruitment, the Scottish Small /Medium Recruitment Agency of the Year, is a market leader in Scotland in the provision of recruitment services in accountancy, human resources, legal and banking, office personnel and engineering. To learn more about Thorpe Molloy Recruitment visit www.thorpemolloy.com and for Thorpe Molloy Executive visit www.thorpemolloy.com/executive or telephone 01224 658 865.