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Recruiting experts that make a difference to people's lives within the community.

## Retained Senior and Executive Search

### PERMANENT RECRUITING SOLUTIONS

Baltimore Consulting are the Senior Appointment and niche recruitment experts to the Public & Third Sector. We're passionate and fully committed to making a difference to people's lives within the community and exceptionally proud that since our inception, we have continued to fulfil permanent, interim and contract hiring requirements across vulnerable subject areas within Social Care, Education, Housing, Property, Regeneration, and the NHS. We pride ourselves on our consultative approach and consistently go above and beyond for our clients and candidates alike to ensure mutually beneficial outcomes for all parties.

Our award-winning founder and CEO, Charmaine Vincent, created Baltimore Consulting in 2013. From day one, she instilled a coaching culture throughout, continually up-skilling herself and all her employees. Charmaine doesn't believe in a 'one size fits all' leadership strategy. Instead, works hard to implement an inclusive culture, ensuring her leadership team compliment and accommodate team diversity.

### Why Baltimore Consulting?

#### OUR REPUTATION

We're more than just a recruitment consultancy; 90% of our clients view us as Trusted Advisors.

#### OUR EXPERIENCE

You're in safe hands; we have more than 100 years' worth of experience within our leadership team.

#### OUR RELATIONSHIPS

We have established relationships with over 90% of Local Authorities across the UK.

#### OUR IMPACT

From raising more than £40,000 for charitable causes, to teaming up with local primary schools to support vulnerable children.

#### OUR NETWORK

We have over 20,000 candidates on our database and certified SMEs across all divisions; top talent is a guarantee.

#### OUR INVESTMENT

We have access to a range of specialist job boards and candidate attraction tools.

#### OUR TRACK RECORD

We have placed over 900 applicants into specialist service functions with the public sector.

Our subject matter experts have an average of 9 years' experience

## Our approach

Baltimore Consulting offer 2 bespoke recruiting solutions that allows you to pick and choose the parts of the search process you want. The benefit of this approach is you only pay for the selected elements you need. Put simply, you avoid unnecessary charges for extras that potentially add no value to your campaign.

### 180 LIGHT

Client campaign meeting, with full brief taken by Baltimore SME Partner & Executive delivery consultant

Campaign ROI (Rules of engagement) emailed with defined ownership, contacts, and next step expectations

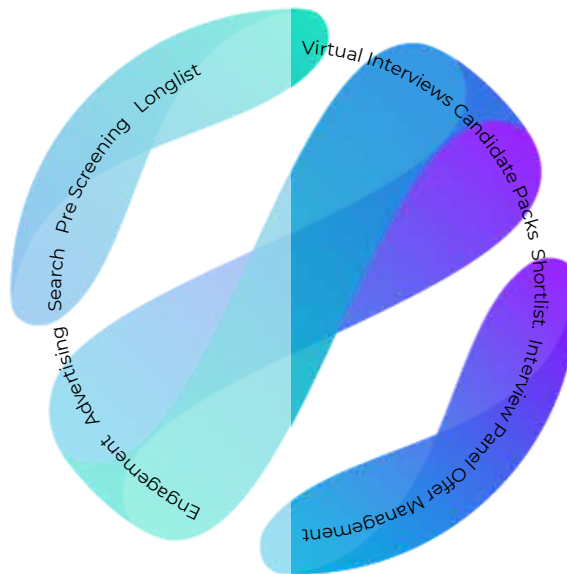
Role taken to market and advertised on leading job boards\*

Full executive search

Pre-screening of all longlist candidates

Longlist delivery of all available/ suitable candidates within 2 weeks of advert go live

\*additional advertising in national print is available at an extra cost



### 360 FULL

180 Light

Full advertising and response management

Virtual technical and/or competency-based interviews delivered

Candidate packs completed

Shortlist presented to client virtually or face to face, where requested

Baltimore SME Partner provided for 2nd/ final stage interview panel if requested

Offer management, acceptance and next steps delivered

## WE ARE PROUD TO BE DIFFERENT; IT'S IN OUR DNA

We structure our 3-part executive search charges slightly differently. We believe that prioritising the fundamental delivery of senior, niche applicants will always be a preferred payment milestone as opposed to a shortlist that holds no real guarantee. We are therefore confident our approach will deliver excellent results and this three-stage payment process reflects our confidence in delivering the desired outcome.

### 180 LIGHT

Fixed fee: £4,000 + VAT

STEP 1  
Invoice on commencement

Fixed fee: £4,000 + VAT

STEP 2  
Presentation of long list

### 360 FULL

Fixed fee: £4,000 + VAT

STEP 1  
Invoice on commencement

Fixed fee: £4,000 + VAT

STEP 2  
Invoice on offer and acceptance

Fixed fee: £4,000 + VAT

STEP 3  
Invoice on start

Our honest, fair and transparent pricing structure means the service we offer at every stage is of the highest standard. Irrespective of what salary is offered at the final stage, we're proud to say that we're a consultancy that works on relationships and positive outcomes, we're not interested in driving our commission up at the last hurdle through percentages.

We'd love to hear from you...

GET IT TOUCH

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