



Testimonials

What do you say about us...

As a partner, finding the best talent

“Fairford Holdings, a global private equity company specialising in hospitality, well-being & beauty activities in the UK, sought a recruitment consultancy that understood and shared its own commitment to long term relationships, integrity and entrepreneurial ethos. As an employer, it is Fairford’s belief that the unique individuals within our companies’ senior management teams make the difference to the long term success of our companies. Snowdon Tate undertook a number of assignments to place Managing Director, Finance Director and Sales & Marketing Director positions in 2008 and understood the key parameters of personality profile as well as core skills that would enable the successful candidates to succeed within the Fairford family. In addition, Snowdon Tate provided valuable insight into the personality traits, core skill sets, ambition and motivational factors for some of our existing senior management. I would have no hesitation to recommend the professional, trustworthy and valued-adding service that Snowdon Tate has provided and their ability to provide a personal service built on a strong insight into both the objective and subjective needs of their client.”

Charles Tuke, UK Finance Director, Fairford Holdings

“Suttons Group is an international transport business which is growing profitably year on year. Because of this successful growth as well as promoting our leaders from within our organisation, we also need to bring in new talent at senior level. When looking to recruit in the external marketplace, we seek to work with a business and a consultant who really understands the sector and who understands our business, its challenges and the culture. Our experience of working with Snowdon Tate has been very positive. They take the time needed to clearly define the requirements of the role; the experience and qualities needed in the candidate and put together an extremely comprehensive and detailed assignment brief. The process is thorough and highly professional, including psychometric testing as well as a detailed interviewing process. Snowdon Tate willingly go the extra mile, from briefing candidates using our in company video to giving detailed feedback after interviews. They take the time needed to ensure that the experience for both candidates and clients is an enjoyable one. We were very pleased with the shortlist calibre and the assignment was successfully completed on time and with no surprises on fees. We trust Snowdon Tate to deliver, where other executive search companies may fail. I highly recommend Snowdon Tate as business partners in executive search.”

Michael Cundy, HR Director

“We selected Snowdon Tate because of their reputation in recruiting senior managers within the media sector. In working with them we found that they were able to add significant value to the whole recruitment process, right from the initial planning stages – scoping out the requirements and challenging some of our preconceptions. They must have spoken to just about everyone in the sector who could have been relevant for the position because when we discussed the longlist of potential candidates it really was impressive.

They obviously have the ability to excite potential candidates and encourage them to explore the opportunities. When the short list arrived it was so strong that not only did we recruit an exceptionally strong Sales Director but also a Marketing Director as well. We would have absolutely no hesitation in working with Snowdon Tate again – they really do know what they are doing. We would like to take this opportunity to thank Snowdon Tate and their team for their professionalism and support with this assignment”.

Niall Jordan, Managing Director, QJ Media Group.

“Snowdon Tate has something special about it. They always go that extra mile and become more like business partners than an agency. Their service is second to none, I have never been let down by Snowdon Tate, they have consistently delivered first class results for me. When I changed companies I had no hesitation in calling them for support as they are a great team and fun to work with. I am pleased to be able to recommend a firm which does what it says on the can.”

Heather Butler, HR Manager, Sue Ryder Care; ex Human Resources Director, Staples

“Snowdon Tate are rare amongst search companies: they listen intelligently to what you say, challenge it, and then try to deliver it, usually successfully, rather than others who stick rigidly to their own formulaic solution and shoe-horn their available candidates into your brief! Use them!”

Ed Jackson, MD, Private Equity

"Having now worked with Snowdon Tate on a number of senior recruitment assignments, we have been immensely impressed with their consistently professional service - they listen well, understand our business, and use this insight to match our needs with first class candidates. When I have an important recruitment brief, Snowdon Tate would be my first choice, every time."

Pat Kearney, HR Director, ICI Paints AkzoNobel - UK, Ireland & South Africa

“We are a fast growing international marketing consultancy with a particular culture and some unique offerings for our clients. We needed two Directors who would be technically excellent but also would fit with the kind of business we are. Snowdon Tate took the time to fully understand the company as well as the roles and were able to identify and attract great people. The two appointments we made are already making a real difference to the business”.

Helen Duce, Executive Director, Effective Brands

"Snowdon Tate demonstrated an intelligent understanding of our business and our needs. They not only delivered great candidates, they also delivered helpful advice and were prepared to challenge our thinking where needed. Working with them was an enjoyable, professional and successful experience."

Mark Sherrington, Formerly Group Marketing Director, SABMiller Plc and now Chairman, SOGiants.com.

The Freight Transport Association is the largest trade association in the UK representing the supply chain interests of over 14,000 companies. A highly commercial business in its own right and owned by its members, the FTA is a major force in raising the profile of the freight movement industry.

Theo de Pencier, Chief Executive of the Freight Transport Association, describes the experience of working with Snowdon Tate to recruit for a key senior role, Finance and Facilities Director, within the organisation:

"In late 2008 we began to consider a successor to our outgoing Finance Director and we approached a number of search companies with a view to selecting one to work with us on this business critical role. We are very pleased that we chose to work with Snowdon Tate. The assignment ran smoothly from start to finish. Beth Cauldwell, the lead Consultant worked tirelessly to bring together an impressive shortlist of top quality candidates and the assignment was concluded successfully within time scale and to plan. I am pleased to provide this testimonial for Snowdon Tate and to recommend them to any business wishing to work with a highly professional and dedicated executive search firm who really care about getting it right."

Helping you find the perfect appointment

"I had been looking for a new job when I first spoke with Snowdon Tate. My consultant had a couple of possibilities for me and wanted to meet in person. I found we had a good rapport during our initial meeting and she seemed both keen to help me and to ensure that I was not pushed into an unsuitable role, which I found refreshing. I was sent to an interview with a company that ultimately did not result in an offer. But rather than drop me from her books, Lucy went away and found me some alternatives. This made a huge difference. During my search, I spoke and met with a large number of recruitment agencies and specialists; I could count on one hand the number of agencies that remained in contact with me after an initial opportunity had been missed.

As a result of her persistence on my behalf, Snowdon Tate managed to get me an interview based on Lucy's knowledge of who and what I am and where my skills might be put to good use. I was seen by a company without a specific role in mind, at Lucy's request, and 3 weeks later it resulted in an offer of work, tailor-made to suit my skills and creating a role within their company in order to grow internationally. My consultant was the driving force behind this and whilst I was the one who had to interview and prove suitable for the role, I would never have been given the chance had she not created the opportunity. I start on Monday and owe her a huge debt of gratitude. If I ever find myself in a similar situation, she will be the first person I contact."

Tim Vallings, Export Sales Manager, Combisafe

From a candidate perspective working with Snowdon Tate was really positive. Regular feedback on how the assignment was progressing, a good brief before each meeting and constructive feedback really helped

me to prepare well and make the most of meetings with the employer. A refreshing change from previous experiences!

David Brassington, Managing Director, Renew Medica Ltd

“As a candidate, Snowdon Tate was a pleasure to deal with. They were extremely well briefed on the roles they were working on and had substantial background knowledge on their client. Communication and feedback was very prompt and effective and I felt they were working as hard for me as they were for their client. They definitely try to fit candidates to appropriate roles rather than simply filling client vacancies. I would highly recommend them as an organisation to work with.”

Laurence Krafchik, Finance Director, Home House Private Members Club

“I'd never heard of Snowdon Tate before I was approached about a role, but I was very impressed with their professionalism and quality of service. I felt that my consultant was a part of the company she was recruiting for with a lot of insight on the business and its personnel needs. In fact she gave me the toughest of the three interviews, I had during the selection process. She was very supportive throughout the recruitment process, giving fast and constructive feedback as soon as she received it. Eventually I was offered my first Finance Director position and this reflects the consultant's ability to match the candidate and client's needs rather than using the "tick box" approach I have experienced in the past, where candidates are offered roles exactly like the one they currently have.”

Vicky Taylor, Finance Director, Renew Medica

"Working with Snowdon Tate as a candidate has been an incredibly positive and motivating experience. Job specs are always impeccably put together and presented, and the company cares deeply about finding the right match. Alastair Paton stands out as a head hunter – with solid industry experience and an excellent understanding of people and organisational culture. His personality inspires confidence and I have personally benefited from his experience when seeking independent career advice. "

Christine Iversen Irvine, Head of Marketing Communication, Sotheby's

“I had been in the job market for a month or two, finding the process very frustrating as many of the agents and head hunters I was forced to deal with for jobs treated candidates very poorly often with little respect or courtesy. I met up with Beth for a great chat over coffee to introduce myself, she took the time to get to know me and what I was looking for, as well as offering advice on the whole job hunting process. We kept in touch over the coming months until Beth had a role requiring my skills. After a quick scoping telephone call we arranged an interview. The interview went into a lot of detail with a full candidate brief and it was obvious Beth understood the role and the business in detail. I was short listed and after two further interviews I was appointed to my new role as International Operations Director. Throughout the process Beth and her colleagues at Snowdon Tate were very supportive, coaching me prior to the interview and

quickly giving me feedback afterwards. Since I've started in my new role, we remain in contact with Beth interested in how I am progressing and settling in. A fantastic candidate experience, professional, helpful and genuinely interested in ensuring I was right for the role and the role was right for me.”

Clive Oakley, Suttons Logistics