



MORGAN HEALEY

STM Publishing Search & Selection

SPECIALISTS IN STM, ACADEMIC AND DIGITAL PUBLISHING RECRUITMENT

Welcome to Morgan Healey

The demand for top talent has never been greater. The success of businesses in ensuring that they can identify, attract and retain the best available minds has never been more crucial to corporate prosperity.

As specialist recruiters with established backgrounds within STM, Academic and Digital publishing, Morgan Healey actively and constantly engages with the most influential professionals in the market.

Our knowledge allows us to understand your business strategy, the talent needs that will support the delivery of that strategy, and the recruitment solution that is most appropriate. This means that we can identify and attract the very best talent, and present a compelling picture to them of the challenges, opportunities and possibilities that exist within your business.

Our methodology ensures a discreet, transparent process for both candidate and client throughout the whole recruitment phase. This methodology has evolved over many years and its success is shown in our success.

80% of our business is from long standing clients that rely on us to provide excellence in process and outcome, and we complete over 97% of our retained assignments.

We go to extraordinary lengths to find the best people. We face to face interview anywhere in the world. This enables us to be sure that the candidates we provide are not just able to deliver great results, but also share the same values, ideas and aspirations of their potential employer

Added Value

Our strength is our methodology, we headhunt rather than rely on databases - It is important that our clients get the best in the sector, not the best of the online CV market (none of our candidates come from CV databases). All searches start with a blank sheet of paper, and only when we have established your specific requirements and role criteria, will we start the process of identifying the key candidates.

We manage the whole process with a strong project management emphasis. So confident are we in our methodology, that we provide complete transparency for clients. We share our process information in real time, committing to weekly updates and telephone calls throughout the search process and publish our findings to you on a weekly basis.

We endeavour to seek out and talk to the best, rather than waiting for the best to find us, and we are geared always toward delivery.

We commit to project timescales at the outset of an assignment. We along with the client define at the start of the process, when first interviews will take place and we project manage the process completely towards that goal.

Our process finishes long after the successful conclusion of an assignment. We are in regular contact with both client and new employee to ensure that the transition between businesses has been as smooth as possible.



A WINNING PROCESS, DELIVERING EXCELLENT TALENT

Talent Identification

Any recruitment process is defined by the talent pool it sources from, the higher the quality of the people approached, the better the choice for the client. Morgan Healey prides itself on its ability to identify, engage with and attract the very best. Candidates recognise us as experts in our field, true partners in their career planning. We never forget that a candidate today, is a client of the future.

We are an extension of our clients. We are able to present to with candidates with a fundamental and confident knowledge of your business. This seamlessness between recruiter and client is vital in keeping high-quality candidates reassured and enthusiastic throughout the process. Every day, we are active in your market. We are constantly talking to key figures in the sector, about trends, new products, technological advances, and tracking the up and coming, rising stars of the future. We use every networking tool available, from seminars, exhibitions, trade press, online communities, and referrals to ensure we leave no stone unturned in our ongoing search for talent. The use of advertisements and social media are used but never fully relied upon.

But every search starts with a blank sheet of paper.....

Selection

Selection starts by ensuring we look through the same eyes as our clients. As part of our initial client meetings we will define 15-20 key criteria that the client requires of the candidate. We use this as the basis of our discussions throughout the search phase. Depending on the role we usually target between 40-50 candidates per role.

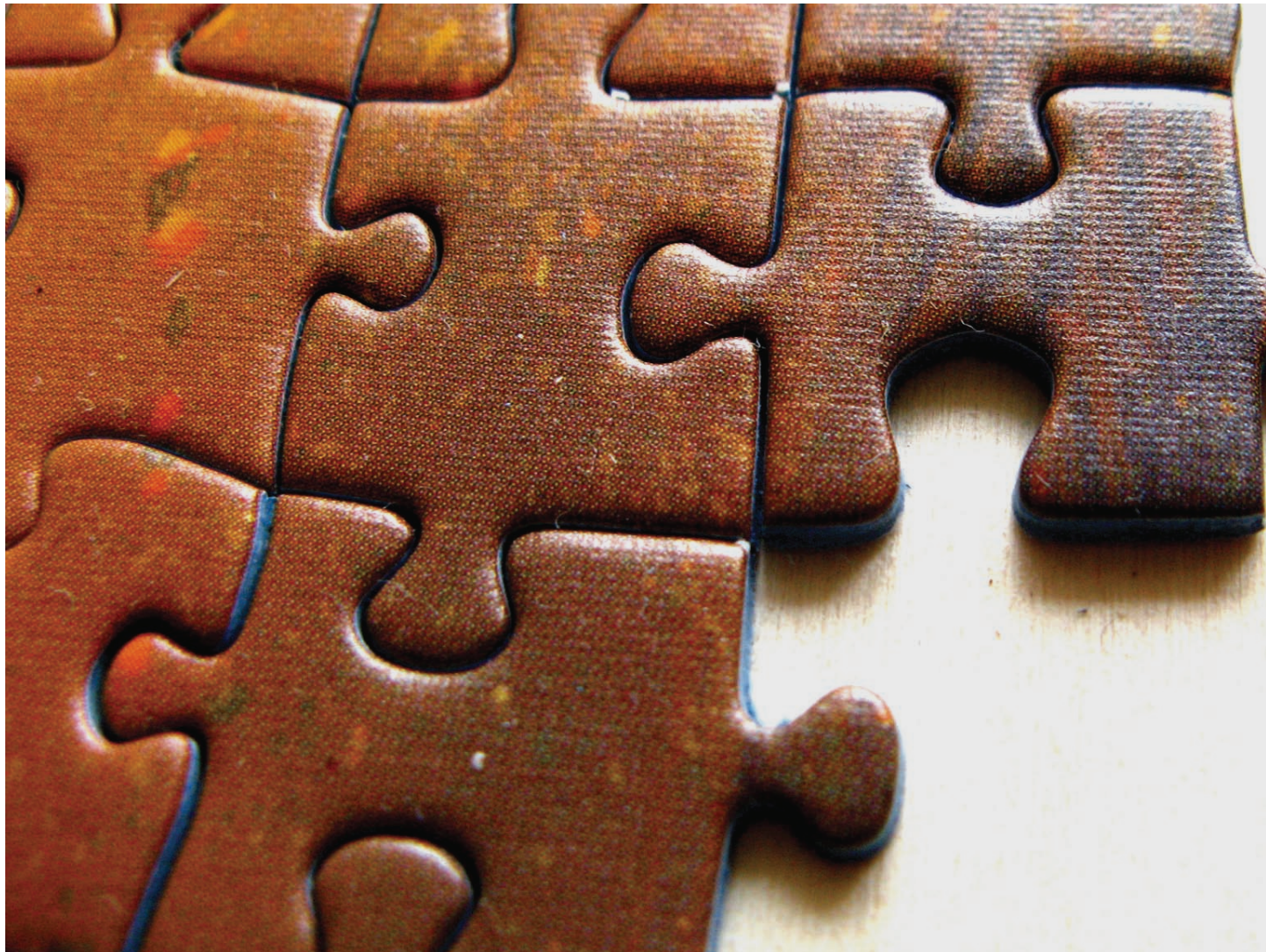
Once our initial list has been narrowed down through exploratory conversations we seek to interview face to face, we will objectively score these candidates against these agreed criteria. We have found enormous benefit in our clients understanding why we reach our selection choices. Equally, we are able to communicate back to unsuccessful candidates in a positive way, about how we reached our decisions. Objectivity is the key to a fair and transparently open process.

Every candidate we shortlist for client interview will have been face to face interviewed, and reference checked. We aim to provide 4/5 candidates for every process, who can be seen consecutively by the client, so comparisons are easier to reach. We do not send individual CVs in the hope that one may get lucky.

Project Management

So confident are we in our proven methodology that we commit to interview dates at the start of our process. This means that our clients and candidates can be assured that all activities will be geared towards the delivery of this. From the start of the assignment to completion, clients are constantly updated on progress, feedback, and market intelligence. This is a true consultative partnership. We share our process information completely.

Once the selection is made, the credibility we have with candidates really starts to add value. The offer of the role, and the negotiation of package, is all part of the process where we can be of considerable assistance to the client. In our position as honest broker, we will have already closed candidates on their expectations, and can test reaction to proposals without a formal offer having to be made. In this way, we can ensure that once an offer is made, our client can expect that the candidate will accept it



BESPOKE REQUIREMENTS, BESPOKE SOLUTIONS

Retained

Because of the consultative approach we take, the resources we apply and the commitment that Morgan Healey takes in ensuring the process is a successful one, where possible, we always work in a retained relationship.

This has the advantage to the client of knowing that their search is being undertaken proactively, thoroughly and professionally. We fill over 98% of our assignments, and more than 80% of the work we do comes through recommendation by our clients.

Many of our competitors separate the functions of business winning and project delivery. So who wins your business will not be the person that undertakes the search. With Morgan Healey, clients can be confident that their crucial recruitment need is being handled from start to finish by the same market specialist that you will meet. All our key specialists operate across the full market place, talking to clients about their needs and candidates about their aspirations.

Priority

Because of the international nature of the work we do, and because we have an excellent track record in solving difficult recruitment projects, we are frequently asked to provide solutions of a particularly complex nature. This can involve highly compressed project timescales, or be of a challenging geographical nature. This requires a different approach, often working across time zones, and interviewing face to face globally. These projects are unique by their very nature, and will require a unique solution. We have great experience in tailoring a solution that meets the needs of the client.

Adsearch

Sometimes due to the multiple placement nature of a project, advertising across all media formats can be useful. We have developed a comprehensive understanding of how this can be done most successfully. Our specific market knowledge and familiarity with media options means we know how to develop the most productive advertising campaigns.

Managing the responses from an advertisement can be time consuming and frustrating. We have excellent systems in place to manage the response process ensuring all applicants are treated professionally and courteously, whilst ensuring the best are identified and introduced into the process.

SINGLE CONTACT, GLOBAL REACH

We Specialise in the Following Areas

- Science, Technical, Medical (STM) Publishing
- Digital Content & Online Information
- Professional, Academic, Library & Trade Publishing
- Legal & Copyrights Management
- Society Publishing
- Legal & Copyrights Management
- Open Access Publishing
- Information/Knowledge Management
- Business Intelligence

We Work Across the Following Functions

- Directorial - C Level
- Editorial & Production
- Commercial, Academic, Trade Sales
- Marketing
- Product Development
- Digital/IT & Communications
- International Sales
- Human Resources

Global Reach

Our established networks within STM, academic and digital publishing, coupled with our exclusive access to the STM Publishing Group, and ALPSP (Association of Learned and Professional Society Publishers) mean's we can liaise successfully with potential candidates to provide our clients with truly global search, through one central point.

The nature of our business means that we are asked to provide recruitment services across the world, this has resulted in over 40% of our placements made outside of the UK.

We have significant experience recruitment in the following continents:

- Europe
- US
- Middle East
- Australasia
- South Africa



CONTACT THE TEAM AT MORGAN HEALEY

Founded

Morgan Healey was formed by James Douglas with one purpose: To be the industry leading, and preferred choice in executive search and recruitment for STM, Academic and Digital Publishers.

Prior to forming Morgan Healey, James spent over a decade working with some of the top STM publishing companies in the UK. After being personally involved in some poor recruitment processes, James spotted the potential to develop a new kind of recruitment business, a recruitment business built on process excellence, candidate welfare and transparency, for both client and candidate.

Now as a leading executive search business, Morgan Healey deals directly with the top scientific, academic and digital publishers across Europe and Asia. During this time Morgan Healey has become a recognised player within the sector through our extensive knowledge, excellent networks and our ability to source the very best talent, globally.

James continues to be heavily involved in executive search, as a consultant he works with some of the biggest names within the industry, and has been involved in sourcing many strategic positions throughout EMEA, finding roles for some of the key people within the industry. Due to this success he is regarded as a preferred supplier to a number of top global publishing houses.

Morgan Healey continues to pride itself on client & candidate care coupled with the very best industry knowledge and network.

Contact Us

Whether you are a potential client or candidate we are always keen to talk you! If you have any questions about any of our services please contact the office to discuss.

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An ALPSP Member



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STM publishing recruitment"*

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