



Hewitt Stone 

From Search to Success:

Hewitt Stone's Hiring Impact on NMG Consulting

Introduction

With consulting a global financial services industry, the competition for business professionals and their capabilities is fierce. Hewitt Stone's objective to build a talent-driven organization with needed expertise will not only help increase expertise in recruitment but also help organizations to better retain talent. Through a focused and tailored recruitment strategy, Hewitt Stone successfully identified and placed the ideal candidates, ensuring their long-term organizational success.

The story of Hewitt Stone consulting

Hewitt Stone's services as a recruitment consultancy included the complete integrated cycle: from initial strategy consulting and program research and analysis, the selective candidate offer, follow through on candidate "offer-to-start" process to ensure the necessary level management and wealth management.



With a process to help identify and hire the right talent, Hewitt Stone's services include: initial strategy consulting, talent search, candidate selection and performance. Hewitt Stone's expertise in the recruitment process is to identify the right talent, ensuring the best fit for the organization. Hewitt Stone's expertise in the recruitment process is to identify the right talent, ensuring the best fit for the organization. Hewitt Stone's expertise in the recruitment process is to identify the right talent, ensuring the best fit for the organization.

The Challenge of Finding a Senior Actuarial Consultant for HMG Consulting

With consulting and several recruitment strategies that used to be a fairly standard recruitment support that operated in the sector.

1. Initial Approach

With several former actuarial consultants in the field, several in-depth conversations of technical, financial, actuarial, and other information were particularly in the insurance and reinsurance sectors. Finding someone with the right level of expertise was critical.

2. Strategy

With limited time to fill the position quickly to avoid disruption to ongoing projects, this collaborative approach allowed clients to identify the right candidate fast.

3. Targeted Recruitment

The role identified to be senior, where the candidate would have actuarial talent in compliance and operating, making it harder to find top talent professionals with financial experience and knowledge.

4. Networked

By using network partnerships, the candidate would be able to collaborate and explore career options, which would work to improve the search process.

As a professional consultancy focusing on the insurance and reinsurance sectors, the role demanded the combination of technical and the actuarial expertise and deep-level market knowledge of the roles. These factors made the recruitment process more complex, requiring a focused and tailored approach to search, identify, assess, and place a highly qualified candidate.

Why recruitment using these recruitment tools

Using network partnerships with clients allows an immediate recruitment process, with necessary and confidence in our ability to deliver. They allow to engage clients' time and capital and in the future, which may result in strong relationships with the client's business. With networked search, clients may identify knowledge, expertise in the area, and they can identify candidates that align with their needs and business objectives.

With our ability to quickly identify and engage with top-level talent, clients' time and capital are saved. With networked search, clients can identify the right candidate, but with networked search, clients can identify and contact people directly, which can also result in strong relationships. The ongoing partnership and process alignment with the client's recruitment strategy will result in a long-term, successful search process.



How Hewitt Stone supported

With limited time to fill the position, several former actuarial consultants were identified through our network of clients, including an in-depth review of the roles, requirements, and skills needed. With the collaborative approach, we identified that both technical and financial expertise were necessary for the successful strategy. The proactive partnership was key to staying on top of the search, which was a great experience.

With the network, open communication and regular communication, the search process was streamlined, making both sides happy throughout the recruitment process.

The collaborative approach resulted in a highly qualified candidate that aligned the right candidate with the client's needs.

- 1. Networked Search:** By leveraging relationships with clients, we identified the candidate quickly, ensuring the search aligned with the client's business objectives and needs.
- 2. Targeted Search:** By focusing on the roles and the client's needs, we identified the right candidate quickly, ensuring the search aligned with the client's business objectives and needs.
- 3. Ongoing Support:** We provided the client with ongoing support, ensuring that the search process was smooth and efficient.
- 4. Proactive Search:** We proactively searched for candidates, ensuring that the search process was efficient and effective.
- 5. Collaborative Search:** We worked closely with the client, ensuring that the search process was aligned with their needs and objectives.

Supporting the operational drive of the site, the search will consider beyond just broad skills to include the desired confidence, opening up areas to top-value professionals including executives. The commercial approach allows time to create a great value proposition, allowing the desired frequency candidate. The full effort process begins with a high-level overview of the role, including, among other things, an initial assessment of the role's requirements.

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The results

Search firms successfully placed a better aligned executive for this role, including within the top value market. Despite challenges such as better market competition, agency expertise, and a high-quality candidate pool, the search firm's expertise and commercial approach to create top value. From the search, selected job leads, and an internal review, along with additional insights, were key to finding the right candidate.

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Advanced Efficiency: Using the search firm's expertise and commercial approach to create top value. From the search, selected job leads, and an internal review, along with additional insights, were key to finding the right candidate.

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Advanced Talent Search and Expertise: The search firm's expertise and commercial approach to create top value. From the search, selected job leads, and an internal review, along with additional insights, were key to finding the right candidate.

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In today's competitive job market, finding top talent is crucial for organizational success. At Search Firm, we pride ourselves on our ability to navigate challenges and deliver exceptional recruitment solutions tailored to our clients' needs. If you're facing your recruitment challenges or looking to fill key positions with top-tier talent, especially in the energy and resources sector, welcome you to partner with us.



Call to learn how we can help you achieve your recruitment goals

Online

www.hewittstone.com

Email

info@hewittstone.com

Corporate office

25 New Broad Street,
London, EC2M 2HT,
United Kingdom

We look forward to collaborating with you to find the right talent for your organisation!