

Specialists in

PACKAGING, PRINT & MEDIA
EXECUTIVE SEARCH & SELECTION

Blayze Unguem **Company Introduction**

Packaging Division

“ad unguem”

To seek perfection...

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Company Profile

Blayze Unguem is a dynamic and innovative Executive Search Consultancy providing Clients with un-paralleled levels of service and knowledge in their search for the 'best' talent across the UK and European markets.

Blayze Unguem operates internally through the following specific industry focussed Consulting divisions;

- Packaging
- Print
- Marketing & Media

Blayze Unguem partners Clients in sourcing and retaining the very 'best available talent' across the Packaging, Print and Media Industries. We have an exceptional internal research function supported by the latest technology, continually enhancing an extensive contact database, enabling us to identify the most appropriate and 'best' individuals for your business.

Blayze Unguem approaches the market through combining professional Executive Search experience with expert industry knowledge, delivering a diverse array of highly perceptive and innovative recruitment solutions. Our strength lies in our Consultants, all of whom come from an operational background within your Industry and are not simply 'Recruiters'....they are experienced Executive Search Consultants.

Search Methodology

Our prime focus is on delivery within a professional search environment, ensuring we constantly source outstanding talent for your organisation in the most effective manner. Throughout our relationship with the Client and critically during process, we adopt a confidential approach to the market. We always conduct business with you via an open and engaged relationship and in a highly communicative way across multiple channels.

Blayze Unguem works closely with our Clients, always using the most relevant recruitment process to serve their needs.

These are the three essential services that we provide:

- Contingent Recruitment
- Partnered Contingent Recruitment (Exclusive Assignment)
- Executive Search (Retained Selection)

1. Contingent Recruitment

Our Contingent Recruitment service provides Clients with an effective model that is both responsive and tailored to meeting their project expectations. By combining disciplines associated with both Contingent and Executive Search, we provide the flexibility of a contingency based recruitment service with the structured approach of a proactive search assignment. This enables up-front costs to be kept to a minimum, whilst still ensuring desired time scales are adhered to. We secure an in-depth appreciation and understanding of your organisation, team culture, structure, role profile, skills and experience profile, personality profile and recruitment strategy, and we are then able to identify, qualify, screen and present a specific selection of vetted Candidates that match all aspects of the defined mandate.

The Contingent Search would include the following processes:

- Database and existing network search
- Multi-channel advertising (if required)
- Industry conferences and recruitment fairs
- Proactive passive Candidate approach
- Candidate referrals and market networking
- Candidate evaluation and profiling

We focus on identifying the highest calibre Candidates in the market, usually in the top 20 percentile of professionals within their chosen vertical market disciplines. Our market maps are continually evolving and updated to allow us to pinpoint the most relevant talent across the active and passive Candidate market.

2. Partnered Contingent Search (Exclusive Assignment)

Our PCS solution provides Clients with the same high quality service levels associated with traditional Search practice, but at delivery geared fee structure. In developing an exclusive and partnered contingent approach, you commit to Blayze Unguem by appointing us as your sole Agency in the recruitment of your role, and this ensures that you benefit significantly.

The Partnered Contingent Search (Exclusive Assignment) would include the following processes:

- Evolved Role definition and specification
- CV pre-screen and preliminary shortlisting
- Preliminary shortlist interviewing conducted by a Senior Consultant
- Final shortlist compilation and report submission
- Candidate Employment Offer handling
- Candidate exit and entry management

It is important to note however, that PCS can only ever identify the best of the visible Candidates and is only recommended for certain types of assignment. In order to ensure that you reach the best available talent we would recommend combining PCS with one of our other services.

3. Executive Search (Retained Selection)

The Executive Search based solution offers our Clients a truly effective, in-depth recruitment solution that provides our Clients with a dedicated team of Executive Recruiters and Resourcers, guaranteeing total project devotion and application until the desired Candidate has been successfully identified, secured and recruited.

Blayze Unguem's Senior Consulting team are uniquely hands-on, leading each Retained assignment and drawing from their proven expertise at the highest level, ensuring that all our Clients' service standards are delivered within each assignment.

We will work closely with you to an agreed timeline in order to meet your expectations, from role profiling, identification, approach and interviewing phases, through to onboarding and Candidate evolution, constantly allowing for adjustment of the search criteria as necessary. Our bespoke search related technology, coupled with our focussed Industry mapping identifies highly skilled industry experts and difficult to find/sought after individuals who are typically in high demand in an increasingly diversified and skill short market.

We 'deliver' impactful Candidate shortlists for Retained Assignments and our track record and expertise guarantees that the shortlist of Candidates presented always satisfies even the most demanding of criteria presented by the Client.

The Search Process

- **Knowledge**

Blayze Unguem prides itself in its in-depth industry expertise and understanding of Clients' requirements. By ensuring that we accurately identify the necessary skills and character sets, we deliver value added and long-term resource solutions.

- **Discretion**

During the search and recommendation process, discretion is essential for all parties involved. We respect absolute confidentiality when dealing with the sensitive information you provide us with.

- **Research**

The research we undertake is tailored to suit you. Our approach remains scientific, whilst leveraging our extensive network of bespoke Industry contacts and resources.

- **Communication**

Before we commence a search, we immerse ourselves in the brief to ensure that the correct message is delivered to the target Candidate base. Throughout the search process we provide constant reports and updates, portraying an accurate representation on all feedback from potential Candidates.

- **Delivery**

We have considerable skill in mediating negotiations to reach clear and successful outcomes for our Clients. Our ability to deliver allows us to gear our fees from the outset, to successful completion.

Value Added Services

Blayze Unguem can offer you a comprehensive range of Value Added Services to complement and enhance our Recruitment service, providing a fully tailored approach to meet your needs.

Running a Business is no mean feat and access to specific advice tailored to your situation from a trusted Client partner will give you the confidence to deal with any potential staffing challenge. It allows you to continue to focus on the running of your Business, maximising its opportunity for growth and prosperity.

The services Blayze Unguem offer:

- **Referencing**

As part of our service levels we always take confidential and industry relevant references on the professionals you select to join your organisation. This typically involves three written references. We also offer Confidential Referencing as a stand-alone service to Clients should they be employing via a direct application.

- **Salary Surveys**

We undertake tailored Salary Surveys as a bespoke service, as well as compiling/distributing regular Industry relevant Salary Surveys, which are often published by trade journals. We also offer this service as an internal benchmarking exercise on current employed personnel to ensure you have the best people in your internal functions.

- **Psychometric Testing**

We offer this service to complement our existing Search process in the provision of clearly defined parameters, ensuring we identify the best fit to match skills, organisational and team culture.

- **Market Intelligence**

Blayze Unguem offers market intelligence products, covering areas such as competitor analysis and industry sector overviews. These can be provided as part of an on-going search or as a stand-alone service.

- **HR / Advisory Services**

We are able to provide you with a range of HR related advisory services, covering topics across the diversity of contracts, compensation and diversity issues, through to detailed culture and perception studies.

- **Medical Examinations**

Understanding the relationship between health and the workplace is fundamental to the success of your business. We can help you with this by arranging pre-employment screening to effectively highlight any health-related problems that might arise.

- **Talent Management**

Drawing on over 20 years of industry knowledge and an expert panel of professional specialists, we can help Managing Directors and Senior HR Professionals strategically manage their company's most valuable asset - its workforce. Our programs are designed and run by experienced Consultants and Psychologists, each of whom have significant experience working with both small and large organisations alike. Programs can be designed on a one to one basis or group wide.

- **Employment Law & Human Resources**

Employers can't be expected to keep up with the reams of legislation affecting their particular Business, or to be prepared for every possible situation, so we retain a panel of leading legal personnel to ensure that we have expertise on hand to assist with any employment matter no matter how trivial.

- **Interim Consulting**

Through our enhanced network of senior contacts we are able to offer you specific sector or experience professionals on fixed term appointments.

- **Research**

A world class research function with exceptional experience across a number of bespoke sectors. We have the capability to cover across the UK and Europe and internally speak six European languages, enabling us to deliver services wherever your needs arise.

- **Managed Services**

We have substantial internal experience and knowledge in the provision of onsite recruitment management and outsourcing internal recruitment functions.

- **Non-Exec Director Service**

Blayze Unguem's Non-Executive Director service aims to match Businesses with like-minded individuals to give you the edge. Every Company has different requirements, so we identify your key drivers for recruiting a Non-Executive Director and the role you expect them to perform in detail. We conduct an in-depth review of your Business - it is critical to identify the issues facing your Business and the skills needed to master them.



The Packaging Division

Blayze Unguem has significantly expanded our presence in the Packaging sector via recent investments in technology and a depth of Packaging Industry experience within our Consulting team, in order to provide and deliver a comprehensive range of experienced and accomplished professionals to work across our partnered Client relationships.

The Packaging market continues to expand and diversify and will continue to do so, presenting increased demands on specialised skills and experience, in order to deliver Business growth and market aspirations. Emerging opportunities aligned with Businesses designing and discovering innovative ways of staying ahead of the competition have been supported with significant investment in new digital technology, accessing new geographic markets and hiring new sources of talent.

Over the last decade, Blayze Unguem's Packaging Division has built extensive experience of delivering in a market where there is a limited resource pool and diverse levels of specialisation. We have an unparalleled and in-depth knowledge of the Packaging Industry and more importantly, a true understanding of the difficulties historically facing the Clients when trying to achieve their requirements and this enables us to continually deliver innovative and effective solutions.

With an extensive range of expertise in the Packaging sector, Blayze Unguem serves a range of vertical markets, from FMCG & Retail to Corrugated & Cartonboard, where the essential requirements and skill-sets of each sector can differ significantly. Blayze Unguem's Consultants come from a highly evolved Packaging Industry or Professional Search background and each of them possesses extensive operational or recruitment experience specifically within your sector, meaning that we understand the challenges our Clients face, aligned with the Business & subtle cultural nuances of the personnel that you require.

With an unparalleled ability to work with the unique cultures and career opportunities that exist within a Packaging Business, Blayze Unguem have completed an extensive array of projects across the UK and Europe, within Sales, Client Support, Design and Operational capacities and we have a proven record of sourcing outstanding employees, from Chief Executives through to the Factory Floor.

Whilst our Clients continue to comprehensively focus on market expansion, operating efficiency and structural re-organisation, we at Blayze Unguem consistently deliver a wealth of experience and practical first class services, sourcing and delivering outstanding professionals for your organisation, ensuring that you maximise every investment in the on-going development of your Business.

Packaging Specialist Sectors:

Food & Drink
 Converting
 FMCG & Retail
 Labelling
 Pharmaceutical & Healthcare
 Waste Management

Luxury Packaging
 Corrugated & Cartonboard
 Design & Branding
 Transport, Warehouse & Logistics
 Multi Substrate: Plastics, Metal & Glass
 Capital Equipment

Positions:**Board Level:**

Chief Executive / CEO
 Non-Executive Director
 Managing Director
 Operations Director / COO
 General Manager
 Finance/Human Resources

Sales Levels:

Sales Director / Manager / Executive
 Business Development
 Junior / Trainee Sales
 Telesales / Marketing Support

Creative / Pre-Press Levels:

Creative Director / Manager
 Pre-Press Manager
 Studio Manager
 Artworker
 Graphic Designer
 Mac Operator
 Retoucher
 CAD / 3D Designer
 Packaging Technologist

Client Support Levels:

Client Services Director / Manager
 Customer Services Director / Manager / Executive
 Account Director / Manager / Executive
 Project Manager

Manufacturing Levels:

Production Director / Manager
 Shift Manager
 Studio / Pre-Press Operative
 Machine Minder
 Bindery / Finishing Operative
 Warehouse Operative

Purchasing Levels:

Purchasing Director / Managing / Clerk

The Packaging Team

BARRY HARDING - Managing Director



With a breadth of senior Sales & Marketing leadership experience spanning Leisure & Tourism, Office Equipment/Electronics, Automotive, Banking and Marketing & Media, Barry spent almost six years as Sales & Marketing Director within two large Midlands based Print & Packaging Groups and continues to deliver a refreshing and essential sense of business acumen to the recruitment process.

Possessing a real experience and understanding of practical recruiting, from Junior through to Board Level positions, he has a true working empathy with the difficulties that Company's historically face during their recruitment activity.

His forthright approach and principled philosophy of only working with the best Clients and Candidates available and truly partnering their demands and aspirations ensures that he and his teams are truly delivery focussed.

JUSTIN GIDDINGS - Consultant, Packaging & Media



Justin brings a wealth of experience and industry knowledge through a structured and progressively responsible career in the Packaging, Commercial Print and Direct Mail sectors. Carrying across a tenacity and determination that drove his evolution from entry level in a multimillion pound Direct Mail Company into an influential Senior Account Management responsibility with a large Blue Chip Client base, before a successful career change into Commercial Print and Packaging Solutions, Justin has developed a fully rounded insight into the personalities and skillsets across all segments of a successful Business, combined with his highly effective sales and business development skills and broad Industry knowledge.

Utilising his comprehensive working and structural understanding of the Industry sectors that Blayze Unguem operates across, it facilitates a deep respect and trust from both Clients and Candidates in his acquired instinct and judgement to develop and retain mutually beneficial relationships throughout the Recruitment process. A true 'people person' with an honest, practical and infectious enthusiasm in his communication with Customers and Clients, Justin is a conduit for informed and intelligent industry conversation, which combined with his transparent and intelligent search and selection strategy, has developed an outstanding record in guaranteeing that Client and Candidate aspirations are delivered in a professional and timely manner, reinforcing the Blayze Unguem philosophy of.... '*Search for Perfection*'.

CHLOE DUPLOCK - Consultant, Packaging & Media



Chloe brings a wealth of Recruitment experience spanning key assignments within the Packaging, Commercial, Construction and Infrastructure arenas, delivering a genuine insight and sector appreciation of how Recruitment needs can be delivered across this increasingly diverse Packaging Industry. An impressive ability to build enhanced working partnerships with Clients, she delivers projects across all levels from Shop Floor to Senior Management, challenging Client project aspirations and utilising her wealth of understanding to deliver maximum effectiveness and value across a diverse and demanding range of recruitment campaigns.

Her refreshing and dynamic approach to Recruitment provides her foundation for a true appreciation of the needs of both Candidates and Client, consistently seeking and delivering the best result for all parties concerned.

Chloe demonstrates a professional, pragmatic, yet approachable stance to the Recruitment process, ensuring Client and Candidate expectations are always managed carefully and constantly focussed on the demand where delivery is paramount. A real “people person”, she devotes time to meaningful and insightful conversation, consistently challenging, defining and understanding the needs of her Candidates and Clients alike. Her enthusiastic and honest approach ensures she is a Consultant who truly does always ‘seek to deliver perfection’.

TERRY FOSTER - Senior Resourcer, Packaging & Media



Leading a team of Resourcing professionals operating across the Packaging sector, Terry and his team are focussed on procuring the most comprehensive Market information to ensure that our Consultants are fully briefed and have the maximum Market reach and effectiveness. Terry ensures that he and his team provide our Clients with truly unrivalled service levels and the highest quality of relevant Candidates for their requirements.

Importantly, his appreciation of the Client’s Business environment, including organisational, cultural and strategic objectives, ensures his ability to define and deliver a focussed target list of quality individuals for ‘headhunt’ assignments and the Clients ability to select from truly the best available individuals, rather than simply the most visible.