



Specialists in  
**PRINT, PACKAGING & MEDIA**  
**EXECUTIVE SEARCH & SELECTION**

# **Blayze Unguem**

## **Company Introduction**

### **Print 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 Print Division

Combining over 30 years' of multi-level experience across the diversity of the Print Industry, the Blayze Unguem Print team possesses an un-paralleled understanding of the challenges, demands and responsibilities faced in recruitment by modern Print organisations and the personnel within them.

With an unequalled ability to work very closely in understanding the unique cultures and career opportunities that exist within a Print Business, Blayze Unguem has an enviably proven record of delivering effective recruitment solutions, sourcing exceptional personnel from Chief Executives through to the Factory Floor, across the increasingly broad spectrum of Print and its divergent sectors.

Aligned with our Managing Director's experience and ethos, all Consultants in the Blayze Unguem team possess highly relevant Print Industry experience, both in former practical exposure and recruitment/budgetary responsibility. They understand the people, the cultures, the skillsets and the challenges associated within this ever changing and evolving Industry. Our tailored recruitment propositions add significant value to your current and future Business needs, by truly understanding the driving factors of your recruitment requirements, whether you are a local commercial company or international Print group.

Our team has extensive experience of delivering in a market where there is an increasingly limited resource pool and diverse levels of specialisation. Through a depth of market knowledge derived from genuine Industry working exposure and recruitment experience, our Consultants have a true understanding of the difficulties historically facing Clients and Candidates alike when trying to achieve their recruitment requirements, uniquely enabling us to continually deliver innovative and effective recruitment solutions.

Through a detailed interview and assessment process, we can fully appraise and understand the relevant Print knowledge, skills, ambitions and culture of our Candidates, ensuring we not only secure the best opportunities available for their experience and ambitions, but also match them with the most appropriate Business cultures, maximising the positive impact of their contribution and their enhanced future career aspirations.

Our Consultancy Practise is supported by a world class recruitment research team who are constantly engaged with Clients, Candidates and leading influencers at the heart of the Print Industry. Utilising our extensive market data and network of contacts, we always deliver 'THE BEST' and not necessarily the most visible individuals for your business.



**Print Specialist Sectors:**

Digital & Large Format  
Flexo / Labelling  
Up to B2 Litho  
Print Management  
B1 Sheetwork & Perfect  
Pre-Press / Design  
Direct Mail & Cross Media Marketing

Finishing  
Data Management & Web2Print  
Paper & Merchant Sales  
Mini Web / Web Offset  
Document Management / DP  
Capital Equipment & Print Supplies  
POS & Screen Print  
Publishing

**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 / Operator  
Studio Manager  
Artworker  
Graphic Designer  
Mac Operator  
Retoucher  
CAD / 3D Designer

**Client Support Levels:**

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

**Manufacturing Levels:**

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

**Purchasing Levels:**

Purchasing Director / Manager / Clerk

## The Print 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.

### STEPHEN NORTH - Consultant, Print & Media



With a progressive career in Human Resource Management in both Industry and Recruitment Sectors, Stephen brings a wealth of knowledge and understanding from both sides of the Recruitment process, alongside a dedicated work ethic that is truly focussed on delivering each Client's unique expectations.

He is a committed, talented, yet methodical and analytical professional, with the ability to engage and adapt to any Client or Candidate situation, possessing an acquired ability to swiftly assess and rationalise the ever changing demands of a Recruitment process. Utilising a strong Business intellect to drive deeper insight into a Client's project aspirations, his appreciation of the real working environment and the critical day to day issues which can affect a Company's performance enable him to challenge, qualify and understand what a Business is seeking and critically, which potential individuals will deliver most effectively within an increasing array of ever changing roles, responsibilities and Business environments.

Stephen is both time and confidentiality sensitive, operating a punctual and quality-orientated methodology that projects the highest personal and professional expectations, managing his Client requests and delivering the highest quality of Candidates tailored for their Business growth aspirations.

## **RICHARD CROSLAND - Consultant, Print & Media**



Richard brings an abundance of experience and Industry knowledge across the Print & Media Recruitment arena, having progressed through the Blayze Unguem development academy. Building from a solid foundation of leading a strong internal Resourcing team, through to a highly articulate and knowledgeable professional Consultant, Richard has developed a comprehensive insight, opinion and connectivity, which encompasses all sectors within the Print Industry, alongside his commitment and enthusiasm to succeed in consistently sourcing and delivering the best possible talent for his Clients.

With an ability to build, develop and retain trustworthy partnerships with the industries top Clients, Richard's personality, reliability and persistence enables him to diligently manage expectations and demonstrate his clear, natural ability to comprehend and interpret Client and Candidate requirements.

Richard has built an effective track record of delivering an extensive and diverse range of challenging projects, from Manufacturing Level individuals, through to experienced Senior Level management professionals, via a defined and structured approach and an honest Recruitment methodology that strives to only find the best available talent, rather than simply the 'most visible'.

## **HAYLEY SMITH - Senior Resourcer, Print & Media**



Leading a team of full time Resourcing professionals that span across the Print Industry, Hayley's team are vital to the success of Blayze Unguem's ability to deliver, through their consistency, focus and diligence in identifying, headhunting and delivering the 'best available' talent from across the diversity of the Print industry. Using her extensive communicative and networking skills, Hayley and her team aid the Blayze Unguem Consultants in the successful delivery of key roles.

With a proven track record of reach and delivery within the Print arena, including her breadth of exposure to a diverse array of Industry sectors, Hayley ensures that she and her team are positioned to strongly deliver demanding Search projects on a Nationwide and Pan European basis.