

Recruiting exceptional talent



executive search and selection

# About us

Novo is a leading executive search and selection company. We provide our clients with the most innovative executive search and selection methodologies, industry expertise and networking capabilities. Our services provide competitive advantage to clients through executive recruitment and high value human resource consultancy.

Clients retain our executive search and selection services when they are looking to achieve positive change, growth and competitive advantage. Clients range in scale from start-ups, to privately-held family firms and onwards to include some of the world's largest corporations.

Clients using our services include a full range of public, private and third sector organisations across a wide range of markets and industries. We have a broad understanding of the challenges organisations face in each area and in addition to understanding these factors, we recognise that there may be specific issues of geography, culture and history to overcome within each market.

Through a collaborative culture, focused on problem solving, Novo aims to rise to the challenge of utilising high value human resource and consultancy services to take your business forward. We aspire to deliver our clients the best possible service to satisfy their executive recruitment challenges.

Our executive search and selection consultants offer a professional service, working ethically and with integrity to establish strong relationships with clients. Novo invests heavily in training and development ensuring that all of our consultants apply the most reliable and effective tools and techniques for solving clients' problems in a consistent manner.

High staff retention rates have enabled Novo to form deep and lasting relationships with our clients and to become increasingly proficient in advising them.

Our highly developed and sophisticated executive search capability allows us to quickly identify the best individuals in the marketplace to match a specific set of defined core competencies.



NOVO (latin)  
meaning: change  
or invention

# Our vision, mission and values



## Our vision

Novo aspires to be a profitable, respected, executive search and selection consultancy, providing comprehensive, value-added recruitment to our clients through a well rewarded, dedicated team who work in an enjoyable and involved working environment.

## Our mission

Novo Executive Search and Selection's mission is to make a significant commercial contribution to our clients' successes through delivery of imaginative, creative and effective consultancy solutions.

## Our values

- Clients and candidates are of paramount importance; this is reflected in our attention to detail, our integrity and discretion.
- We strive for flexibility and creativity, at all times focusing on each client's individual requirements and delivering effective, tailor-made solutions.
- We will provide a committed and thorough service, take nothing for granted and be rigorous in our efforts to deliver the highest quality results.

It is important to us that our clients realise value from their financial investment. This is achieved through the quality of delivery, and ultimately through the commercial contribution inherent in our services.

## What differentiates our services from other companies?

Novo Executive Search and Selection differentiates its service through:

- Providing a truly consultative and bespoke service
- Offering a flexible, innovative and transparent approach to attracting key people
- Highly qualified and experienced executive search consultants
- A dedicated, well motivated, in-house research team
- A focus on providing a competitive advantage and return on investment



# Our recruitment services

## Executive Search

Executive search offers a “no compromise approach” and is about gaining access to and the timely placement of key individuals. It is without question the methodology of choice for the identification and recruitment of high calibre professionals with specific skills.

The ability to make insightful decisions about people is the most enduring source of competitive advantage. Executive search concentrates on helping clients achieve this advantage through the identification, assessment and recruitment of the most talented business leaders.

Our executive search process will give you access to the broadest possible pool of candidates with the right skills. We target relevant companies and ascertain organisational structures, proactively identifying the most appropriately skilled individuals. We then approach and assess them directly, using competency-based interviewing models. Our consultants are passionate about ensuring that hired candidates make a positive impact that exceeds our clients’ expectations.

Our dedicated research team will handle the initial identification of potential candidates and make contact to discuss the opportunity in depth. Our researchers and consultants pinpoint high quality candidates and generate exceptional shortlists to meet our client’s specifications.

Our data management software system, “Libero”, was created to allow us to access our firm’s knowledge and expertise for the benefit of clients. We fully use and apply these tools in every assignment to assure quality and comprehensiveness. This adaptable project management capability ensures we can track the progress of all assignments from inception through to completion.



high quality  
candidates and  
exceptional  
shortlists

## Advertising Selection

This methodology is most effective when clients are looking to attract high calibre candidates with cross-transferable skills.

Effective, targeted advertising ensures that we generate complete coverage, giving access to candidates who may be between opportunities and actively seeking a new position, as well as candidates with cross-transferable skills.

We have extensive experience in the effective use of advertising selection, handling the complete process from copywriting, design and media selection through to response handling, interviewing and successful appointment.

There are various options for advertising purposes including broadsheets, trade publications and on-line advertising. Our consultants will provide expert advice and guidance on the most cost effective options for your position.

**Managing Director**

**£200k package | Southern England UK**

Our client is a successful renewable energy company in the UK. They have recently decided to diversify the business by acquiring companies that will complement the existing operational capabilities of the Group.

As part of this growth strategy they have recently acquired a profitable business involved in selling energy services into the public sector and they now seek an experienced Managing Director to run this business.

The new Managing Director will be responsible for ensuring that all operational aspects of the organisation are run profitably, effectively and efficiently. He/she will also play a strategic role in growing the business through identifying and developing successful relationships with new public sector customers. Candidates will have a demonstrable track record of success in Senior Operational Management in the energy, sustainability or renewable energy sector.

To be considered for this role you must have:

- Energy, Sustainability or Renewable Energy experience
- A strong sales background
- A proven track record of running business in the public sector
- A successful track record of delivering growth
- Strong leadership qualities and the ability to empower and motivate a team

Desirable:

- Experience at a senior level within a start up or SME
- Degree (or related for equivalent)
- Based South of England

To apply please contact:  
[Novo+ apply@novoexec.com](mailto:Novo+apply@novoexec.com)  
 or call 01275 375588

**novo+**

[www.novoexec.com](http://www.novoexec.com)

Novo Executive Search & Selection Ltd  
 14th Floor Park, Park Square, Bristol BS1 3BB

**Operations Director**

**To £100k package | London UK**

Our client is a market leading Sustainable Energy Manufacturer and Contractor. The business is successful, well respected and part of a diversified PLC involved in performance building products and engineering activities.

This role will report take responsibility for budget project management. The Operations Director delivery of operational jobs through to completion.

The role will be responsible for managing meetings, programme meetings with project.

The Operations Director of final accounts to responsibility for reviewing and analysing new reliable and cost.

**Candidates will have:**

- Proven Operations commercial/operational with an understanding
- Operational experience, with an understanding of strong cost control in a multi-site environment
- A successful track record of delivering growth
- Proven experience of creating and managing a team

**Chief Technology Officer (CTO)**

**Circa £90K Base + Benefits | London UK**

Our client is a highly successful online focused science and medical sector publishing business. There is the key requirement to recruit an experienced, passionate and motivated individual to the post of CTO for this fast growth business. This is a fantastic career opportunity which will provide plenty of intriguing technical challenges.

**Role & Requirements**

The position reports directly to a Managing Director and involves the following core responsibilities:

- Oversee, manage and lead the development team
- Create and run the company's development strategy
- Ensure the development team's activity is better integrated with other departments and senior management personnel
- Assess the company's platform and products, to establish how to make the content work more efficiently and effectively.

**Requirements**

- Highly skilled and experienced in IT development
- Experience within the media, publishing or science fields would be an advantage
- Ideally Java and Agile expertise - you will have used Java and/or Agile as a platform before - generally applying strong knowledge and awareness of modern technologies
- Passionate and enthusiastic about IT roles and challenges such as this
- Strong leadership and people management/communication skills with the ability to work under pressure
- A hands-on person that is not too corporate

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**novo+**

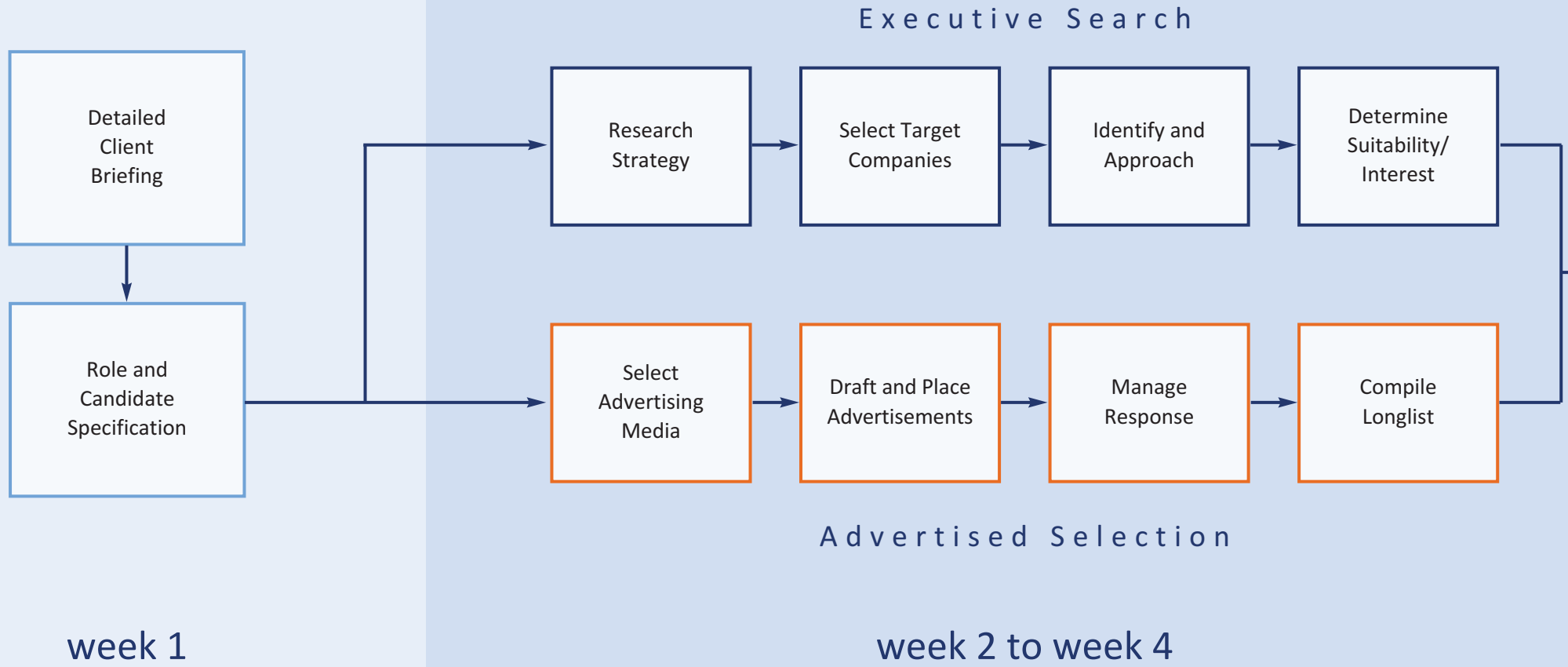
[www.novoexec.com](http://www.novoexec.com)

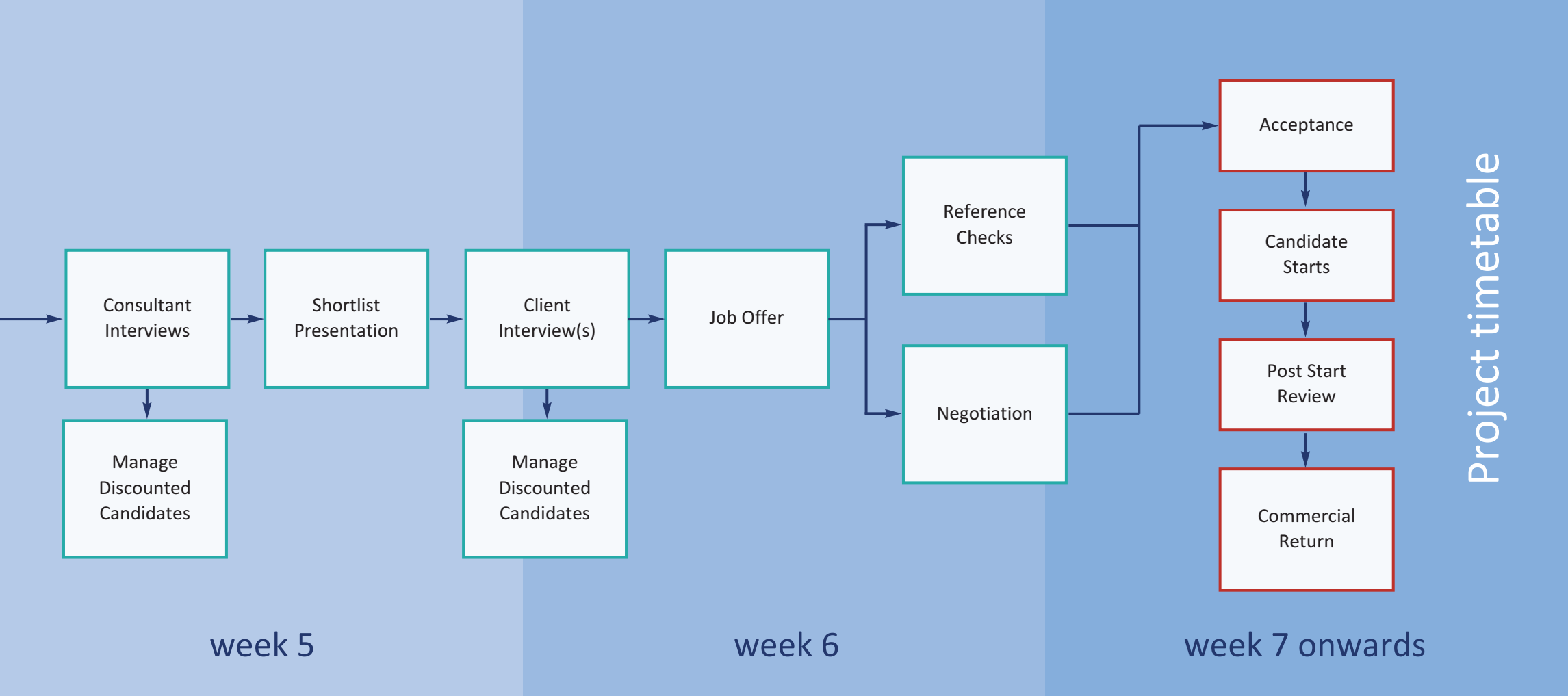
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Project timetable





# Our areas of experience



**Construction/Property**



**Consumer Products/FMCG**



**Energy/Industrial**



**Engineering**



**Environmental**



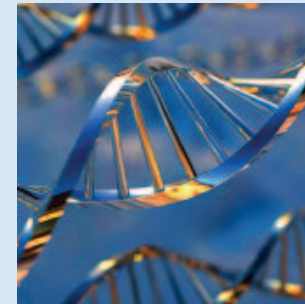
**Financial Services**



**IT/Telecommunications**



**Legal**



**Life Sciences**



**Manufacturing**



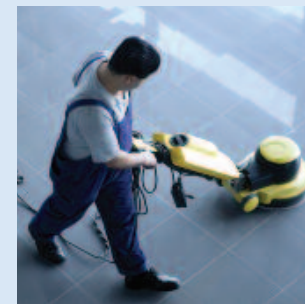
**Marketing**



**Public Sector**



**Sports & Leisure**



**Support Services**



**Charity/Third Sector**

# Our range of services

## Executive Search

This methodology is most effective when clients are looking to attract high calibre candidates with specific skills.

## Advertised Selection

An effective method when clients are looking to attract high calibre candidates with cross-transferable skills.

## novoQuest

A retained service allowing proactive, research-led headhunting techniques to effectively address positions in salary ranges usually outside the scope of traditional executive search.

## novoélan rapid database search solutions

Identifying key personnel from an active database of available, job seeking candidates. Providing an effective and rapid solution where a retained search would not be warranted.



## Other services

Novo offer a wide range of other services

- Psychometric profiling
- Merger and acquisition research
- Recruitment process consulting
- Market intelligence/competitor analysis
- Salary surveys
- Response handling
- Agency management

## Roles we recruit

- CEO/MD
- Board Director/Partner
- Non-Executive Director
- Change Management
- Customer Service/CRM
- Engineering Design
- Finance/Risk
- HR/Personnel/Training
- IT
- Manufacturing/Production
- Marketing
- Operations
- Procurement/Supply Chain
- Product/Service Development
- Property/Facilities Management
- Sales/Business Development

# Building client relationships

“Within 6 weeks of Novo commencing the assignment the position was filled. We will certainly use Novo for our executive requirements in the future.”

**Ross Aldridge, Managing Partner, Ross Aldridge Solicitors**

“As a company we have been very pleased with the service Novo have offered and with the candidates that have been put forward. We have made a number of strategic hires out of the Novo candidate pool that have allowed our business to continue growing and expanding internationally.”

**Patrick Newton, CEO, Helveta**

“Novo ran a targeted headhunting search which resulted in the appointment of a first class individual to head up one of our consulting teams. The service was efficient, professional and effective and we were confident that they understood our business and our needs.”

**Nick Coppin, Managing Director, Wardell Armstrong International**

“Novo have consistently put forward high calibre candidates and continue to provide a friendly and supportive professional service.”

**Clair Clarke, HR Director, Trapeze**

“Novo approached each search thoroughly and with a great deal of energy. They were good at providing us with regular updates on their progress and extremely patient when we revised our original brief.”

**Dina Price, Head of HR, Herbalife**

“The service provided by Novo was excellent. They took the time to understand the business, the opportunities and the role, and delivered to very tight timescales. I would not hesitate to call on Novo again should the need arise.”

**Jo Merry, Resources Director, ICSA**

“I would have no hesitation in recommending their services to other businesses.”

**Tracy Weir, Vice-President Consumer Marketing, CACI**



“professional and proactive approach... high calibre of candidates...”



“Novo, did a fantastic job on this search. I have recommended them to my two investors whose software company is opening a London office. And, I thanked the CEO of Trapeze Software who originally recommended Novo to me.”

Mark Wallace, President, Medgate Inc

“Our requirement was very precise and Novo produced a strong shortlist of candidates. I was impressed with Novo’s efficiency and their ability to access high quality candidates for us. The process was a success and I am very happy to continue the relationship in the future on other assignments.”

John Barry, Exploration Director, Sovereign Mines of Africa Plc

“Great Results, Good Value, High Integrity”

Alex Young, Energy Director, New Earth Solutions Group

“The M&A project was managed by Novo and the performance from day one underpinned the selection. Throughout I received a high level of analysis, good and timely communication and positive feedback from acquisition targets. As a result of Novo’s commitment and hard work we have acquired 5 very good businesses; a great team effort.”

Ian Whittingham, Managing Director,  
Clearsprings Support Services Ltd

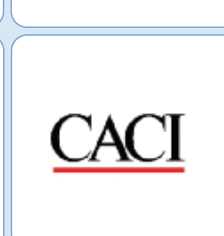
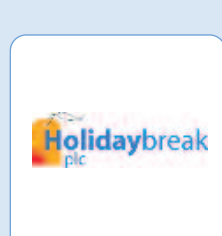
“Through Novo’s commitment and hard work, we have been able to retain and build a key account whilst strengthening the management team in Europe. The recruitment process exceeded our expectations and has been a huge success. We will not hesitate to use Novo’s services in the future.”

Dak Liyenaarachchi, Catalina Marketing

The Henry Moore  
Foundation



JACOBS



## Contact our Directors



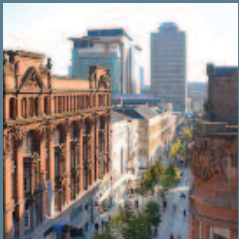
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