

## Hiring the leaders that support the very heart of your organisation

### Our offering:

TRS delivers executive search services in three unique and specialised areas across North America:

- **Executive HR**
- **Executive Finance**
- **Total Rewards**

For many organisations the biggest challenges they face often relate to two intrinsic causes – People and Pay. TRS was formed to offer executive search services initially in the field Total Rewards. We understood that attracting, retaining, and engaging people was at the very heart of an organizations success, and we therefore worked with clients to find market leading professionals to support them through this journey. As our unique service offering developed we understood that alongside Total Rewards the CHRO and the CFO often worked together as a cohesive unit to address the core organizational issues. A leading CEO once referred to these three disciplines as “the beating heart of any high performing organisation”; and from this our purpose was founded.

Our mission was to operate as a boutique search firm that offered something truly unique to customers with service lines that complimented each other in helping an organization achieve its goals. We have established three business lines, all lead by former industry professionals in Finance, and HR, who therefore understand the challenges our clients face on a daily basis.

### Our firm operates with three distinctive approaches:

#### → **Access**

These disciplines are all we do – we aren't a broad-brush executive search firm. By covering niche markets it allows us to truly network and understand them. Our task is to build long lasting relationships with all respective leaders in their fields. We place no difference between clients and candidates, both are vital to our success and we have a duty of care to support individuals not just during a career transition. Our market intelligence and understanding is second to none, and we take this responsibility very seriously.

#### → **Knowledge**

Our team are deep subject matter experts in what they do. We only hire individuals who have deep expertise in their respective markets having lead extensive team either in HR or Finance. Our responsibility to our clients is to understand that actual challenges they go through, what other firms are doing, industry trends and what great talent really looks like. We have spent years refining our knowledge to ensure we aren't just looking for keywords on a resume, we understand what actual ability and achievement looks like, Our role as a search partner is to help you refine your organizations need into a career “opportunity” that engages talent and finds you the right technical skills to truly make an impact.

#### → **Selectivity**

We limit the volume of work we take because we want to deliver for all our clients. Our customer engage us for our knowledge and network not simply for our sourcing ability, hence we won't take on high volumes of work. We refuse to outsource any aspects of the recruitment process and all our capability remains in-house. We have world class research professionals, we have invested heavily in our recruitment and marketing technology, and we all operate in a 360 degree capacity on all searches. There is no separate client liaison or candidate liaison because we understand that importance of consistency in managing complex hires. Finally we only take on assignments we feel we can deliver, whether these new requirements or hires that have been unsuccessfully hired in the market for 12 months; if we believe we can deliver it and tell the story to our network correctly. Our role is not purely to look for quick wins and easy hires, we look for opportunities to place world class talent in organizations that really need them.