

BUILDING FUTURE-PROOF TALENT STRATEGIES IN **SUSTAINABILITY**

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

Paving the path to a more sustainable world should be more of a priority than ever for businesses, as the whole world works together to tackle issues such as biodiversity, climate change, environmental protection and net zero. But transformational change at an enterprise level requires talented professionals who can harmonise environmental, social and economic priorities in order to promote sustainability. So however you are planning on creating a better future and building a greener world, we have the knowledge, scale and insight to find the people you need to succeed.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.

At Hays we're **working for your tomorrow** to help your business succeed.

Where do we **recruit**?

Specialist recruiters at Hays have hands-on experience placing passionate people in roles across the environmental and sustainability economy in a range of organisations of all sizes. Hiring across:

- Corporate sustainability
- Net zero / Climate change
- Circular economy
- Environmental social governance (ESG)
- Sustainable building design
- Energy / Carbon management
- Environmental management
- EIA / Biodiversity / Air quality
- Contaminated land
- Water management / Flood risk

What's your **talent management** challenge?

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Wondering how we can solve your talent management challenge? Talk to us, visit hays.co.uk/offices

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs
- Place match-fit candidates to your business purpose
- Get committed support throughout candidate offer, acceptance and notice period

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow
- Enhance your candidate experience through branding, technology and ways of working to ensure you stand out in a talent scarce market

Executive recruitment ▶

- Navigate organisational change by finding those inspirational leaders
- Empower business transformation with executive hires
- Steer your organisation to success with high-level strategic thinkers
- Build success through diversity with bespoke job ads and transparent interview processes

Temporary recruitment ▶

- Achieve instant impact with quick hires and cut down long-term costs
- Access niche skillsets for project-based work
- Inject your business with fresh perspective fast
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Service Programme (MSP)
- Combine expertise and insights with proven processes to shape the future of your workforce
- Benefit from the scale of our knowledge across local, regional and global regulatory requirements

Our advisory services

Assessment & Development ▶

- Feel absolute confidence in your recruitment decisions
- Cut costs with bespoke selection solutions
- Accelerate time-to-hire with tailored end-to-end support
- Acquire the right skills for your business needs

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings
- Attract, retain and nurture best in class talent

Career Transition Services ▶

- Give your employees the right outplacement and transitional support
- Deliver safe spaces to employees for those honest and open conversations
- Manage restructuring processes with effectiveness, agility and speed
- Get to the heart of what clinches staff engagement and retention

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach
- Fill your roles with match-fit talent

How we deliver **better outcomes** for you

Knowledge through scale

Operating on a global scale, with on the ground experience that leads to true expertise and drives results.

Meaningful innovation

Challenging the status quo to deliver innovation that has positive impact on our clients' businesses.

Deep understanding

Working with businesses to truly understand their needs to deliver against their specific challenges.