



Heather Turner  
Consulting



# Making **An Impact**

- Raising Your Employer Profile •
- Recruitment Efficiency •
- Executive Assessment & Development •

[hturner@heatherturnerconsulting.co.uk](mailto:hturner@heatherturnerconsulting.co.uk)  
Tel: 07952 728323

# Raising your employer profile recruitment efficiency

“You never get a second chance to make a first impression”.

Advertising slogan for Botany Suits, 1966

**Most people understand the importance of making a good first impression but what impression does your business make on candidates? Do you make an impact and inspire people by showcasing your company and its culture and values through your employees and their stories? Is every element of your recruiting process optimised for efficiency and experience?**

Your business creates an impression from the moment someone sees a job advert or follows a link. Presenting up-to-date information that uses inclusive language on a website that's user-friendly and easy to navigate, can make a strong impact and attract the interest of great candidates.

With 20 years' commercial recruitment and assessment experience in consultancy and in-house, I've worked as a professional interim for a diverse range of organisations within the private and not-for-profit sectors. Engagements include heading up the recruitment operation for several businesses facing organisational change and growth, and working as an independent consultant leading recruitment transformation projects.

As an experienced interim leader, I've adapted to many different operating cultures large and small, driving change and continuous improvement across the entire recruiting cycle. This enables me to offer agile, flexible solutions that make an impact and deliver results.

Small changes can make a big difference.



## How can I help?

---

**You may already have a clear idea of the support you need, or perhaps you'd like some help in working out the best solution. Whether it's in just one area or several, I can offer practical guidance and support to meet your needs, without the overheads of large firms.**

Services include:

- End-to-end recruitment efficiency review.
- Screening and shortlisting: independent support when time is short.
- Interviews: independent facilitation of executive interview panels.
- Best practice recruitment and interview coaching for hiring managers and Boards.
- Hiring manager toolkits and templates for adverts, job descriptions and interviews.
- Values & Culture: defining & embedding company values into recruitment processes.
- Articulating your unique working culture as part of a candidate attraction strategy.



Heather Turner

## Executive **assessment & development**

---

You've worked hard to attract great candidates but which ones will fit best with your company's culture and values? Using robust assessment tools as part of a selection process helps to identify candidates with the right skills and characteristics, and whose values align with yours.

As a BPS registered qualified test user, I'm accredited to use a wide range of psychometric tools for selection and development, with many years' experience working with executive teams to assess candidates at all levels to C suite, and providing concise feedback to inform final decisions.

**Services include:**

- Assessment centre design and management.
- Psychometric profiling including Strengths and Resilience tools.
- Assessment for leadership and Board development.



## How do I work?

---

**All clients receive an individual and personal service tailored to meet the unique needs of each business.**

After an initial discussion, I'll meet you in person to understand your company's ethos, the challenges you're facing and the outcome you hope to achieve, in order to recommend the most appropriate solution. I'll work with you and your stakeholders to establish an open, honest relationship and all fees will be agreed at the start for transparency.

## Additional services

---

It's easy to miss errors in written material, out-of-date information and broken links on websites. As a qualified proofreader and editor, I can check these details with a critical eye to ensure your words make the right impact.

**I also offer an ad-hoc service to include:**

- Proofreading and editing of corporate policy documents, annual reports and board reports.
- Proofreading HR & recruitment documentation, slide decks and training material.
- Editing website copy and careers webpages to ensure consistency in style and tone of voice.



Heather Turner  
Consulting

For an informal conversation why not contact me and we can go from there.

**Contact Heather on 07952 728323**

**[hturner@heatherturnerconsulting.co.uk](mailto:hturner@heatherturnerconsulting.co.uk)**