



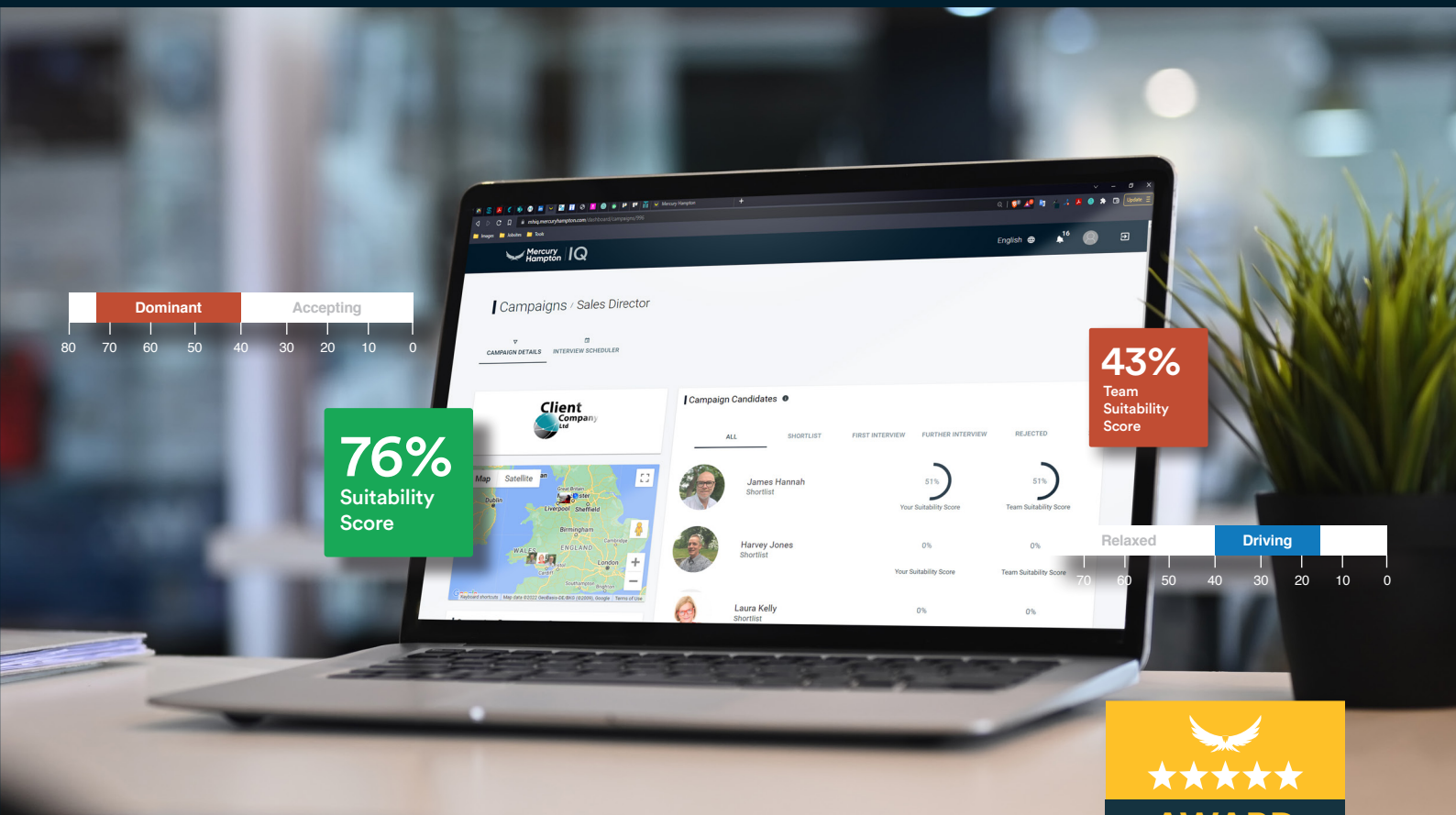
Mercury
Hampton | IQ

Discover the

Cutting-edge award-winning recruitment technology

Transform your recruitment process
with data backed insights and
retention rates of 96%.





So much more than a C.V. It's a whole revolution in recruitment.

We've successfully differentiated ourselves through the creation and use of cutting-edge award-winning technology, allowing us to achieve unparalleled results whereby 96% of the candidates we place are still in employment 18 months later. Ensuring the best possible cultural, behavioral and skills fit is great news for both clients and candidates, leading to our success and your success.

We don't believe that a CV and the usual brief interview process provides employers with sufficient information to make an objective, adequately informed decision or that it gives candidates sufficient opportunity to showcase their skills, personality or ability in the hiring process. Instead we have created our own award-winning online assessment and delivery platform known as Mercury Hampton IQ to support and supplement the usual hiring process and procedure to offer a more comprehensive solution to many age old dilemmas.



You'll be in good company



What does Mercury Hampton IQ include and how does it achieve these results?

**1.**

A photograph, for ease of reference, so that you are known apart from other candidates, can be welcomed by name when arriving at the interview location and so you are a person not just a sheet of paper.

**2.**

Written references to give examples of past projects and successes through an independent viewpoint and to speed up the hiring process once the interview process has concluded.

**3.**

A short candidate video intro, to provide a personal introduction to the company, a brief overview of your career history and to illustrate your suitability for the role in your own words.

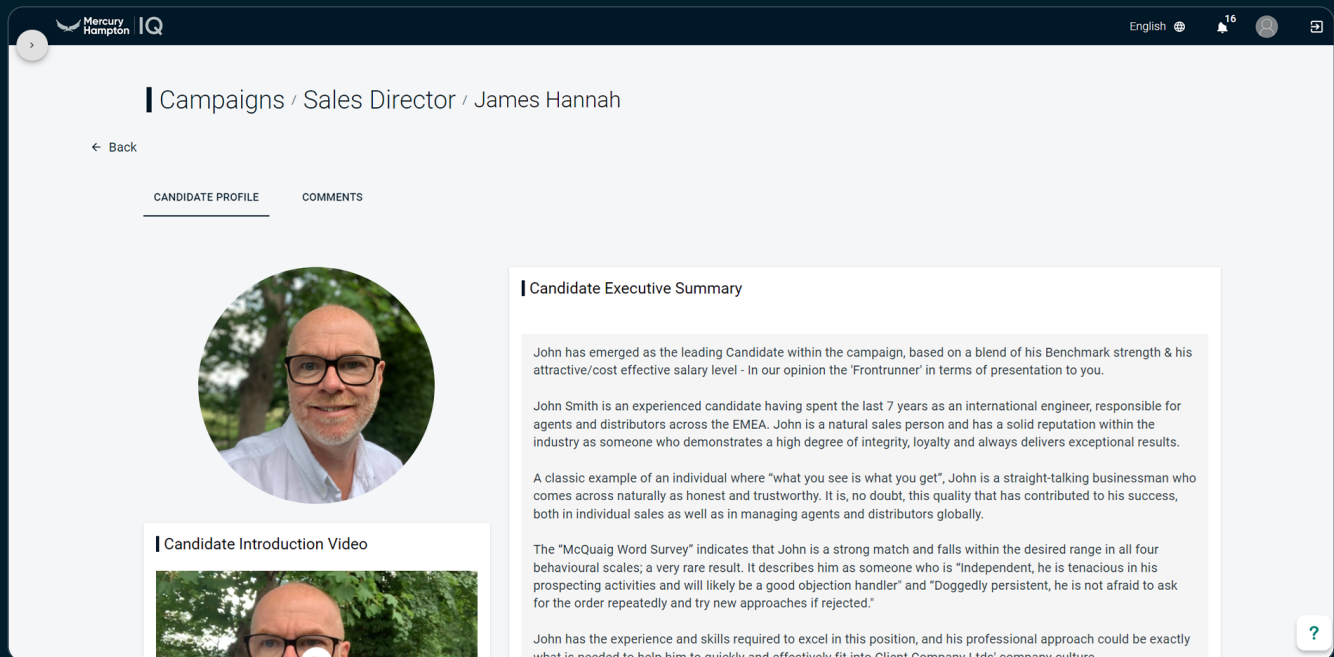
**4.**

An executive summary written by the recruitment project leader to give an overview of your career to date, their thoughts on your application and specific strengths they wish to draw to the attention of the client.

**5.**

A CV / Resume.





Campaigns / Sales Director / James Hannah

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CANDIDATE PROFILE COMMENTS

Candidate Executive Summary

John has emerged as the leading Candidate within the campaign, based on a blend of his Benchmark strength & his attractive/cost effective salary level - In our opinion the 'Fronrunner' in terms of presentation to you.

John Smith is an experienced candidate having spent the last 7 years as an international engineer, responsible for agents and distributors across the EMEA. John is a natural sales person and has a solid reputation within the industry as someone who demonstrates a high degree of integrity, loyalty and always delivers exceptional results.

A classic example of an individual where "what you see is what you get", John is a straight-talking businessman who comes across naturally as honest and trustworthy. It is, no doubt, this quality that has contributed to his success, both in individual sales as well as in managing agents and distributors globally.

The "McQuaig Word Survey" indicates that John is a strong match and falls within the desired range in all four behavioural scales; a very rare result. It describes him as someone who is "Independent, he is tenacious in his prospecting activities and will likely be a good objection handler" and "Doggedly persistent, he is not afraid to ask for the order repeatedly and try new approaches if rejected."

John has the experience and skills required to excel in this position, and his professional approach could be exactly what is needed to help him to quickly and effectively fit into Client Company Ltd's company culture.

Suitability and Assessment Testing

Just four ways in which we're raising standards.



1. Behavioral testing, to analyse your temperament – specifically how you will go about the job on an everyday basis; how you will react in pressure situations or how you will take charge or pursue a sales cycle. These reports are prepared by the McQuaig® Institute, an independent, highly regarded psychometrics provider.



2. Job Fit analysis, where your psychometrics are compared with personnel who are already succeeding in post, to check there is a match in key characteristic areas and to judge objectively whether you are well suited to do the job, and whether you will be happy when doing it, or be stretched, pressured and forced to act abnormally instead.



3. Key Competency Questions, whereby all candidates are asked the same three to five questions and asked to complete answers in advance of the interview. These permit you to showcase your knowledge, give specific well thought out responses to key part of the job specification and offer a direct comparison with other candidates to the client. They also assist in providing a valuable talking point for follow up questions when you attend interview.

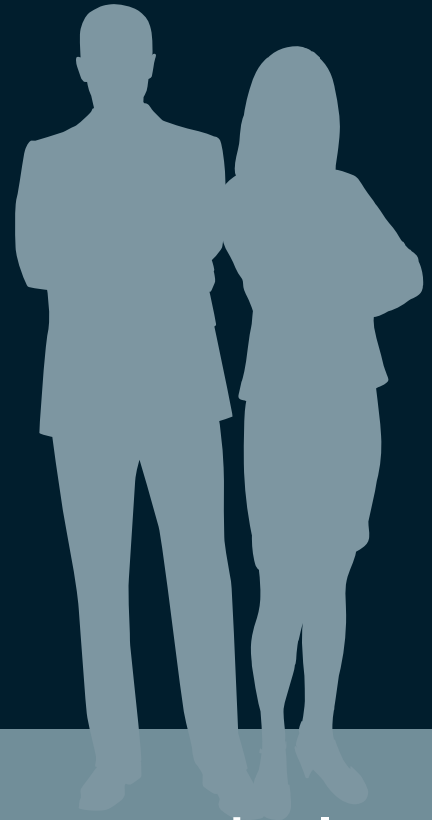


4. Candidate benchmark analysis is also provided by the recruitment team if requested by the client, whereby candidates are compared on key skills, and on salary, to provide a cost-benefit analysis of the options available to the client.

Take the next step

96%

of the candidates we place are still in position after 12 months



Ask yourself: Is this the right company and role for you and will you be happy once in post?

At Mercury Hampton Ltd we aim to balance the needs of both our clients and candidates.

When putting your name forward for a position, it's important to know whether you're going to fit in with the culture of the company. Our unique blend of recruitment experience and behavioral testing enables us to seek out the perfect match for your experience and aptitude. That's why 96% of the candidates we place are still in position after 12 months. If you are looking for guidance on how to take your career to the next level and if this position is for you then contact us soon as possible to discuss your individual requirements.



How Mercury Hampton IQ has changed Recruitment for our customers



Control & Automation
Complete manufacturing solutions

"I employed the of Mercury Hampton to identify a professional salesperson that met a scope of consultative selling to C-Suite executives. The brief was a tough one due to the very nature of our business and the fact our customers are our competitors. I'm pleased to say that they met the brief, and my team has grown further. I would have no hesitation in using the guys again on my next key hire."

Gary Myatt,

Sales Director, PP Control & Automation / Collaboration Director at UKMfgUnite

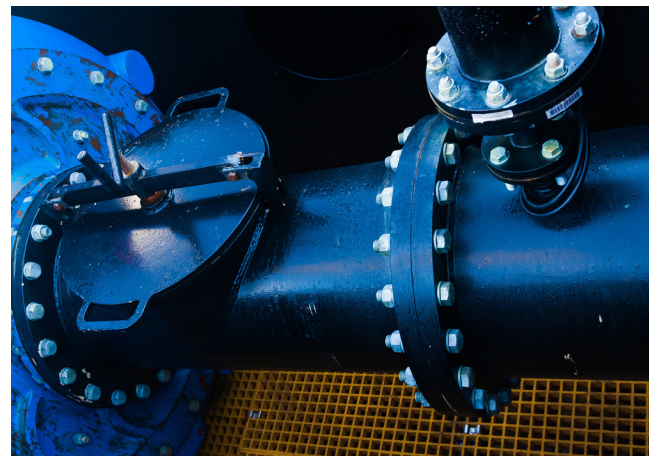


James Walker

We have been working with the team at Mercury Hampton for the past 2 years and they have played a big part in improving the quality of our sales teams. They take the time to understand the skills and the character we were looking for and find great salespeople who are a good fit for our company. Unsurprisingly, our high performing teams are delivering good numbers with great support from their managers and the business. We look forward to continuing our bright future together.

Steve Corfield,

Product Director Lead



Thermoplastic Valve Solutions

I have recently worked with Mercury Hampton for a senior level search. They did an excellent job and were extremely responsive in helping us identify some great candidates. They are honest, forthright and proactive professionals. I will not hesitate to call on them again!

Stephane Moison,

CEO, SAFI Valves / French Foreign Trade Advisor





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