



Global

Headhunting

for the biggest names in the business





TXT International is a revolutionary international headhunting firm



We specialise in the use of digital channels to identify, connect with, attract and engage candidates for some of the world's largest and most respected companies, sourcing senior executives for board level, VP and Director positions worldwide.

Utilising these channels lowers the bar to entry for candidates into the process, making it easier for them to find out more about an opportunity before committing to interviews. This makes us highly effective at attracting passive candidates who tend to be the people that our clients are most interested in speaking to.



Digital channels also allow us to source candidates entirely globally, targeting candidates with specific skills, expertise, nationalities, language speakers, ethnicity or gender wherever they may be based.

The increased speed and convenience of using digital communication channels enables us to operate faster than any of our direct competition – we are able to guarantee initial candidates for any position within a period of 5 working days.

This means that we can calibrate our search based on live findings and re-tune if we are not 100% hitting the target, which results in a considerably faster time to fill than any of our competition.



These operational advantages mean that we do not need to charge upfront retainer fees – if we do not successfully complete an assignment, our service is free.

Not only does this mean that there is no risk in engaging us, but the emphasis on success changes our entire delivery model. Every step of our process is focused on understanding how we can source the highest quality candidates and ensuring that the people we represent for the position are as closely matched as possible to our clients requirements.



The combination of digital channels with a success fee pricing model means that we can offer an extremely effective service compared to traditional retained fee search firms.

What we do



Our clients

Our clients include many of the world's most prestigious companies, most of which are either S&P 500 or FTSE 100 firms. The strength of our sales proposition, the quality of candidates that we offer, the efficiency of our service and the cost-effectiveness of our solution mean that we are adding more household names to our client list every week.

Our services

- Executive search
- Benchmarking
- Talentmapping
- Diversity search

The industry sectors we work in include, but are not limited to:



Consumer goods



Retail



Pharmaceutical and Life Sciences



Technology



Logistics and Supply



Telecommunications



Insurance



Financial services



Chemicals



Industrial Manufacturing and Heavy Industry



Energy



Oil Field Services



Mining



Health



E-Commerce, Digital & Big Data



Automotive



How we compare

Our unique selling points

Retained Fee Headhunters

How they normally work

TXT International

Success based Search Model

Fee Rate

Typically 30-35%

25%

Fee Structure

Retained fee:
1/3 of the fee up front.
1/3 of the fee at shortlist stage.
1/3 upon placement.

Success fee:
Fee payable upon placement.

Speed

Shortlist submission can take
4 to 8 weeks.

Initial candidates, fully screened
for any role, anywhere in the world
within 5 working days of the job
briefing.

Search Methodology

Mainly utilising existing personal
networks. High focus on selection,
face to face meetings etc restricts
ability to engage passive
candidates.

We use digital channels to identify
and connect with target
candidates wherever they may be.
We do not rely on previous
contacts, our database or
advertising. High focus on
attraction means greater ability to
engage passive candidates.

Reach

Normally restricted to specific
countries where local offices exist
for international searches it may
be necessary to engage multiple
locations simultaneously.

We cover the entire world. We can
run searches at a local, national,
regional or global level for
positions in any location.

Exclusivity

Required

Not Required

Risk

By paying a retainer, client
assumes all the risk.

Success fee:
Fee payable upon placement.

About TXT International



Who we are

TXT International was founded in 2005. Our directors' prior background in recruitment and finance, their intuitive understanding of globalisation trends and the associated effects on executive search mean that **TXT International** has always been a revolutionary search firm.

With a staff of highly educated, culturally diverse consultants and a record of constantly incorporating new practices, **TXT International** has grown to be a highly regarded boutique firm offering a quality focused executive search to some of the biggest names in global business.

TXT in numbers



10+

years of
experience



20+

industries
covered



100+

countries in which
successful searches
have been conducted



180+

countries from which
candidates have been
sourced



90%+

offer to
acceptance ratio





TXT International



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