



# EVOLUTION

SEARCH PARTNERS

$$N=R* \cdot f_p \cdot n_e \cdot f_e \cdot f_i \cdot f_c \cdot L$$

...Evolution is the **ANSSA™**

**A**ppled

**N**etwork

**S**cientific

**S**earch

**A**pproach

How to transform your business with impact talent

# How to transform your business with impact talent?

## ...Evolution is the **ANSSA™**

The best talent is obtained proactively. To achieve success long term, it is essential to target the candidates that are best aligned to your requirements.

The **Applied Network Scientific Search Approach (ANSSA™)** sells the company, the opportunity and builds the relationship.

If you're looking to move to a more proactive, scientific, impact, recruiting model, **ANSSA™** should be a critical part of your strategy.

Evolution specialises in niche Bio-sector talent network strategies.

### What is **ANSSA™** ?

- A concept that's well established in the domain of 'elite search companies' that are immersed in strong global sector specific networks, understand their clients, and can operate as a 'brand ambassador' with robust technical and business acumen. In the talent context a pipeline is a collection of candidates that are engaged and can be approached when relevant roles are created.
- It is 'relationship-centric' recruiting at the highest degree of quality. Instead of searching for candidates that fit an immediate need, talent pipelining requires you to build relationships with passive talent for future opportunities.
- Developing an **ANSSA™** strategy requires a company to shift from reactive to proactive recruiting - no longer thinking about filling open roles, you have to consider who your company will require, medium-to-long-range, future facing, and who they should eventually hire.
- The **ANSSA™** process is a long-term play; as a strategy, it takes time to develop and nurture, but the benefits are well worth the investment.

### Who should create an **ANSSA™** ?

Companies that depend on impact talent and appreciate the value of elite talent to the business, will benefit from enhanced quality of impact candidates. With an engaged strategy in place, no searches start from scratch and organizations can dramatically reduce costs and time to hire.

*Evolution are trusted by global leaders who value elite search methodology to acquire impact talent that will add immediate business results.*





# ...Evolution is the **ANSSA™**

## Benefits of **ANSSA™**

Organizations that approach recruiting more proactively and focus on building relationships can expect an assortment of benefits.

### **HIGHER QUALITY CANDIDATES**

- Building effective **ANSSA's** almost always help companies hire better candidates.

### **ELIMINATE REACTIVE RECRUITMENT**

- Instead of reactively trying to find candidates for immediate needs, we take a more long-term scientific approach. Hiring targets are communicated well in advance from our clients, to enable us to have a clear idea of the volume and type of candidates required.
- We focus on identification, approach and 'headturn' the best possible candidates, not just submitting the first people we find or those that are immediately available

### **REDUCING 'CHANCE'**

- It's rare that the perfect candidate is available at the precise moment you have a 'business requirement', and vice versa, if the perfect candidate is seeking a new opportunity, and no role available.
- An **ANSSA™** strategy are the perfect way to deal with these issues. Exceptional candidates can be nurtured that aren't ready to move, or 'bespoke opportunities' can be created that the talent can be utilised to add value to your business Engaging 'the invisible' candidates.

### **INVISIBLE TALENT**

- These are candidates that are not actively looking for new opportunities and, as a result, probably won't engage.
- The majority of the market is made up by passive talent not active job seekers so, if you want to compete for the best talent, it's vital that you're able to engage them effectively.

*"Instead of reactively trying to find candidates for immediate needs, we adopt a more long-term, scientific approach"*

