



H U N T E R
— HUMAN CAPITAL —

Hunter Human Capital –
Approved providers of
Professional Headhunting Services to
Dispex Buying Group members

The logo features a blue pill-shaped icon on the left. To its right, the word 'DISPEX' is written in a bold, blue, sans-serif font. Below 'DISPEX', the words 'BUYING GROUP' are written in a smaller, blue, sans-serif font.

“At a time when it seems difficult to get a service delivered in line with expectations, Hunter Human Capital provides the welcome exception – a professional service delivered as promised, on time and efficient at every stage. The result is a new team member of quality who fits our business need precisely. Impressive! Well Done!”

Phil Reeder, Superintendent Pharmacist, Collingham Medical Centre

“In the end, I have engaged a pharmacist who I would never have imagined would reply to a job advert but who will, I believe, be both an asset to my pharmacy practice and also allow us all to grow as a team to achieve the plans and aspirations that I have been trying to implement over the last three years.”

Gary Warner, Owner, Regent Pharmacy

“Many pharmacists will not even think about a change in career path unless prompted by a personal phone call. Hunter Human Capital located the ideal person for our business with a patient and professional approach. I would most certainly use their services in future.”

Simon Hendra, Hendra Pharmacy

CONTENTS

Page 3	Dispex Introduction
Page 5	Hunter Human Capital Introduction
Page 7	Testimonial from a Dispex member client (Misterton Group Practice)
Page 9	The problem with recruiting through adverts and agencies
Page 11	Why headhunting is far more effective
Page 13	Testimonial from a Dispex member client (Hadleigh Health Centre)
Page 15	Contact us

“Our headhunting consultant found us several extremely high-calibre candidates very quickly from which we were happily able to appoint our new pharmacist.”

Dr. David Jolly, GP and Partner, Hawthorn Surgery



INTRODUCTION FROM DISPEX

High quality pharmacists are in short supply. Finding and retaining the right pharmacist for your pharmacy or dispensary is fundamental to the success of your dispensing operation.

The traditional hit and miss methods of attempting to employ pharmacists using recruitment agencies or advertising are over.

As a membership group, Dispex works closely with HHC and their Executive team, offering our members across the UK a truly professional headhunting service.

We have received a number of testimonials from members praising the company for its professionalism and importantly the results they have achieved.

When the need arises I would encourage you to put Hunter Human Capital to the test. By establishing a relationship with Hunter Human Capital you can be assured of a highly professional and targeted service that will allow you to find the pharmacist that you need.

Their services are not as cheap as less effective methods, nor should they be. You will pay a fair price for highly professional services with performance caveats.

Russ Brookbanks
Dispex Buying Group

“A highly professional approach to both clients and candidates reflects our business well even when challenged with restricted timescales. We would highly recommend this service.”

Gavin Birchall, Operations Manager, MedicX Pharmacy

INTRODUCTION FROM HUNTER HUMAN CAPITAL

The calibre and commitment of your Pharmacist and their support team is what determines whether your pharmacy produces great results, or drains resources and continually struggles to fulfil its potential.

Hunter Human Capital is the market-leading provider of professional headhunting services in the UK pharmacy sector. Our Pharmacist recruitment service produces results that are superior in every way to the hit-and-miss results typically associated with recruitment advertisements and employment agencies.

As a headhunting firm we can introduce you to many more high calibre candidates than you'll ever reach through adverts or agencies and help you recruit people who are capable of adding measurable value to your business.

We work mainly for independent firms and have extensive experience of recruiting for new pharmacies being opened by dispensing doctors. As well as Pharmacists, we also recruit Checking Technicians and NVQ3 (or equivalent) Dispensing Technicians.

Not only are our fee rates significantly lower than professional headhunting firms operating in other sectors, we also work on a 'no result, no fee' basis, which means that if we ever didn't find exactly what you were looking for, you'd pay us nothing.

“After completing the interviews I had a new problem – making a choice between six high calibre candidates, all of whom I could conceivably have offered the job to.”

Mark Wilkinson, General Manager, S G Court Ltd

TESTIMONIAL FROM A DISPEX CLIENT – MISTERTON GROUP PRACTICE

“With your help, we have just completed the process of finding a Superintendent Pharmacist for our business. I had initially intended to manage the process of recruiting in the usual way – placing adverts, short-listing and then interviewing. However, an adviser of mine suggested we try headhunting as a cost effective alternative. Your company was recommended and I made contact.

From that point onwards, the process was handled with speed, efficiency, tact and great skill. We were given excellent advice from day one and were provided with a list of possible candidates within a week.

All the approaches were made by our dedicated case manager and the end result was that we had a choice of appropriately qualified and entirely suitable prospective employees from which we appointed the best.

The process was very simple and has saved many hours of my time, whilst achieving a far better result than the alternative approach.

In the event of our needing to recruit again, I would have no hesitation in using headhunters and more particularly, your company.

I would be happy to recommend you to any of your prospective clients, and if it would be of use, feel free to ask them to phone me for a chat about the benefits of using your service.”

Dr. A. J. Brownson, Senior Partner, Misterton Group Practice

“Hunter Human Capital were professional throughout, led the process from beginning to end and delivered everything promised and more.”

Dr. Bruce Allan, Partner, Shelley Community Pharmacy

THE PROBLEM WITH RECRUITING THROUGH ADVERTS AND AGENCIES

There are 2 main problems associated with recruiting through adverts and agencies...

The first is that the *quality* of applicants is at best 'mixed' and invariably rather poor. The reason for this follows that as a rule, people don't tend to enjoy doing jobs they're not good at and employers don't tend to make much of an effort to look after poor-performers, so poor-quality, disaffected and unmotivated staff are always more likely to be actively looking for new jobs (i.e. applying to adverts and registering with agencies).

The second problem is that at any given moment in time, only a very small proportion of people are looking for a new job so actively that they're applying to adverts and registering with agencies. As recruiting methods, adverts and agencies rarely leave recruiters stuck for choice but without a decent range of candidates to choose from it's extremely difficult to make a good match between the requirements of a job and the capabilities of the person hired.

If you instinctively turn to adverts and agencies when you have a vacancy, you will significantly reduce your chances of recruiting someone who is capable of adding measurable value to your business.

“I was kept well informed and briefed at every stage in the process. Your company delivered on every level. Thank you.”

Andrew Watson, Owner, Knollbeck Pharmacy

WHY HEADHUNTING IS FAR MORE EFFECTIVE

What most employers don't realise is that a significant proportion of Pharmacists and Technicians are open-minded to a change, even though they're not looking for a new job so actively that they're applying to adverts and registering with agencies.

Indeed, throughout their careers, many high quality candidates never need apply to adverts or register with agencies because if they change jobs, they're recruited by people they've worked with in the past, or through recommendations and referrals, or by headhunting firms.

In order to access this pool of high calibre talent, you need to be prepared to proactively approach people, which is where we come in.

As a headhunting firm, we're able to access every single high quality Pharmacist, Checking Technician (ACT) and Dispensing Technician in your local area. We can introduce you to all of the high calibre candidates that you'll never be able to reach through adverts or agencies.

Adverts and agencies are used by employers as tools to "fill jobs". We're not in the business of just filling jobs – we work for committed clients who want to build high-performing teams and outstanding businesses.

“Hunter Human Capital proved to be an invaluable ally, leaving no stone unturned to find a suitable candidate for me.”

Stephen Painter, Partner, Northway Pharmacy



TESTIMONIAL FROM A DISPEX CLIENT – HADLEIGH HEALTH CENTRE

“We would like to thank Hunter Human Capital for the excellent service that you provided to us.

As you know we advertised for a Pharmacist through the usual channels and had a lukewarm response.

You, along with other headhunting agencies, contacted us. You seemed to promise the most, but I have to say you delivered.

We had not used a headhunting service before, but certainly the candidates that you uncovered were excellent and hadn’t responded to our earlier adverts.

We then had a choice of some excellent people and are very pleased with the person we appointed.

I was also very pleased with the way you walked us through the process, taking out all the hassle; we just had the hard part of choosing between the good candidates you provided.

Overall it is certainly something that I will use again, and I wish you all the best for the future.”

Dr. P. Irwin, Partner, Hadleigh Health Centre

“The process used by Hunter Human Capital has led to a very high standard of recruits. We have had a high success rate in recruitment using Hunter Human Capital and have been very satisfied with their services.”

Richard Wells, Superintendent Pharmacist, H I Weldrick Ltd



CONTACT US

We're happy to talk with anyone who isn't totally familiar with headhunting on a no-obligation basis, talk you through the process, answer any questions you may have and provide advice about whether headhunting is appropriate to your recruitment needs.

Please call 01423 874696 and ask for David Colley, Client Services Manager. We look forward to speaking with you and would warmly welcome an opportunity to be of service.

Hunter Human Capital Ltd
12c Hornbeam Park Oval
Harrogate
HG2 8RB



T. 01423 874696
E. info@hhcuk.com
W. www.hhcuk.com

“The whole process, from initial meetings and selection through to offer and acceptance, was supported fully by constant communication via telephone and email for both us and the candidates.”

Harnek Chera, Director, Sure Health Ltd

"I have had dealings with Hunter Human Capital on two separate occasions - one as a candidate and the other as an employer seeking a pharmacist. I would thoroughly recommend HHC as a headhunting organisation and furthermore, would recommend the headhunting route to businesses that are seeking the "right" candidate."

Stephen Foster, Owner, Pierremont Pharmacy

"Throughout the whole process I found Hunter Human Capital to be efficient, professional and very approachable. I would have no hesitations about recommending or using them again."

Bill Gibb, Owner, Williams Dispensing Chemist

"The whole process was straightforward and carefully managed by Hunter Human Capital and we now have an excellent Pharmacist and Manager in post who will take the business from strength to strength. I wish we hadn't wasted money and time on the adverts and recruitment agency."

Stephen Woods, Principal Acting Partner, Old Cross Pharmacy

