



## **Background**

Compass is a specialist recruitment company within the insurance industry working in the London and Lloyd's Markets. It provides a dedicated and tailored service to candidates and clients with experience built from over twenty years within the Insurance and Recruitment Industries. Compass has been established to provide a comprehensive search and selection service for all its users.

Compass Recruitment has been established by Nicola Hull who began her Insurance career with Commercial Union spending time in underwriting, claims and business development roles before managing the local Canterbury office and overseeing a regional panel of brokers. ACII and REC qualified Nicola has an in depth knowledge of the Insurance Industry which enables her to really understand the needs of her clients and fully appreciate the skills of her candidates. Nicola continued her career with a leading FTSE 100 Specialist Insurance Recruiter where she was their most successful consultant for ten consecutive years attributed with the placing of hundreds of individuals into roles and providing contingency and search services to a varied portfolio of clients.

## **Areas of specialisation**

Success has come by focusing on specific disciplines including:

- Underwriting – placing candidates from an assistant level up to Management. Compass looks at all classes of business, and helps those wanting to move books or teams. (This area equates to about 85% of my placements, predominately in the London market)
- Business Developers - have successfully placed candidates in Broker development roles, new business roles and relationship management positions within Global Insurance Companies and Broking Houses
- Managers - previous placements have included Team Leaders, Operation Managers and Project Managers



## **Service to Clients**

Compass Recruitment has a clear and simple aim to provide honest advice and a consultative service that is tailored to meet your business needs and budget. Our success is based on building long term relationships with clients to fully understand their business and lead them the right way in finding the right employee. When taking a vacancy we will agree an action plan with you and keep in touch with our progress. Our services include:

**On Site Visit:** paramount to building our relationship a visit enables us to understand the Recruiting Manager's needs promote your culture to candidates and provide you with suitable candidates. It gives you the opportunity to understand the services we can offer and agree on a recruitment plan.

**Job Specification:** with the right information we can draw up a job specification which promotes your company, clearly outlines your role and specifies the skills you require in a candidate. Too often a job specification is overlooked; this is a key promotional tool when representing your opportunity to a potential employee. A good specification helps lead to a successful recruitment campaign.

**Contingency Service:** as specialist recruiters within your industry we have a reputation for identifying talent in the market. Utilising our established network and recruitment resources we will provide you candidates to interview free of charge, with a fee only payable when our candidate starts work with you.

**Retained/Search Service:** often the best candidates for your role will not necessarily be looking to make a move. A search enables you to discover who is in your market place and allows you to target the exact individual you require. This is an exclusive service enabling you to have a much fuller appreciation of candidates within your competitors and the packages they earn.

**The Process:** CV's will be professionally presented enabling you to gather a true picture of your candidate before your meeting. Candidates will be prepared for interview and fully briefed on the role and your requirements. Advice will also be provided to candidates on resigning and how to handle counter offers.