



About Us

Thomas Munroe Ltd is a fresh and vibrant company established in early 2006. We have built our foundation on strong ethics about working openly, honestly and fairly with both clients and candidates. To our clients we are recognised as a valuable extension to their organisation and to our candidates we are seen as skilled enablers and facilitators who can help their career flourish.

Thomas Munroe's founders set out in early 2006 with only a handful of clients. Although a small though growing business, we have developed an enviable reputation for excellent service. Today, this reputation has created fruitful relationships with a number of market leaders across the world. The amount of repeat business demonstrates to clients that Thomas Munroe Ltd is 'A Wise Choice' providing the vital link between client and candidate. This growth in repeat business has given us confidence that we are working in the right way. We seek long term relationships with our clients through regular visits to their own businesses in order to enhance our understanding of their culture, structure and needs. The longer we work together, the more refined our matching process becomes. This allows our clients to focus solely on running their core business, ensuring that any operational difficulties or financial losses are minimised whilst knowing that we at Thomas Munroe Ltd will do what we do best.

We take seriously our responsibilities to both client and candidate, ensuring we do not compromise confidentiality of either party. We take pride in the quality of our work. As well as good business sense, it gives the job satisfaction for which all of us strive.



Our Clients and Services

Our client base includes large blue chip, national, international and global companies as well as smaller niche market entrepreneurial businesses across a wide range of sectors.

We offer a bespoke service, specifically focused on and needs. We recruit for a wide range of permanent management positions in a range of sectors including:

- Retail/Wholesale
- Manufacturing
- Engineering
- Logistics
- Construction
- Industrial
- Energy
- Banking/Financial
- Telecoms
- Transport
- Leisure
- and others

We provide the full range of services to meet your recruitment needs:

- Executive Search
- Advertised Search
- Search and Select
- Contingency Recruitment
- Candidate Assessment
- Post Placement Review
- Other services (e.g. Psychometric Testing)

It is neither in your commercial interest nor ours that we over-promise and under-deliver.



Our Methods

Firstly, we work with you to ascertain the skills, knowledge, experience and personal qualities of your ideal candidate. We then agree a strategy:

Executive Search

- We can find top performers who are in increasingly short supply
- Our international networking identifies candidates not currently on the market.
- Our comprehensive CV database contains prime candidates who have asked us to represent them.
- We can focus our search on companies that you specify.
- All of our candidates are interviewed by us to check their quality.
- You have our interview notes when you interview candidates.

Search and Selection

- Executive Search and Advertised Search working together.
- Useful when you know that there are very few potential candidates.

Advertised Selection

- We work with you to develop advertising copy.
- We can attract candidates from other industries who have the right blend of skills, knowledge, experience and personal qualities.
- You can choose to remain anonymous or link it with your own publicity programme.
- We handle all the applications, pre-interview candidates and agree a short-list with you.
- You have our interview notes when you interview candidates.

Contingency

- Useful when candidates are plentiful.
- We short-list from our own database and network contacts.
- This service includes a copy of our interview notes.



What Makes Us Special?

- We are working to develop long term working relationships with our clients based on mutual respect and trust. We shall not just take the money and run.
- Our working philosophy is not focused primarily on money. We firmly believe that our clients should have the very best people to work with and that our candidates should be placed in positions in which they meet appropriate challenge that allows them to grow, learn and develop as professionals and as human beings. If we do our job properly, the financial rewards will come.
- We want our clients' Human Resources needs to meet with 'win-win-win' solutions. The clients win because the business is enhanced by the new employee; the candidate wins because he is in a role which matches his ability, personal qualities and aspiration; we win because we get the satisfaction of a job well done as well as the financial rewards to help our business thrive.
- We work on the basis that it is best business practice for Thomas Munroe Ltd that we work openly, honestly and truthfully.