



Bespoke recruitment & executive search solutions

Recruitment and selection have become increasingly strategic and complex, posing a challenge for organisations needing additional capacity or in-house expertise to meet their needs.

Focused on attracting a strong, diverse pool of candidates

Our team of dedicated HR and search professionals is ready to support you at every step of the recruitment and search lifecycle, seamlessly guiding you through the process to ensure access to, and ultimately hiring from, the strongest possible pool of candidates.

Our robust approach to recruitment and executive search ensures that you enjoy the strongest protection against procedural challenge to a campaign or its outcome. Not only are our files maintained to audit standards, but our approach is 100% compliant with the requirements of the CPSA code and this is our first line of defence to any challenge.

We have the tools, proven methodologies and systems to assure you that your recruitment needs are being met by a highly experienced team with unrivalled experience across the public, private and not-for-profit sectors. Our experience spans many industries, including but not limited to, legal, energy, health, education, finance and engineering.

All members of our people consulting team are CIPD-qualified and fully certified in Prince2. We are licenced by the Department of Enterprise, Trade and Employment and accredited by the Commission for Public Service Appointments (CPSA).

Recruitment and selection

- **Tailored advertisement strategies:** In-depth understanding of where to advertise to attract a diverse range of candidates.
 - **Customised candidate information booklets:** Helping you stand out from competitors.
 - **Established talent pool networks:** A leader of search within Ireland.
 - **Responsible applicant management:** Utilising our comprehensive applicant tracking system (ATS)
 - **Robust blind shortlisting:** Ensuring fair and prompt candidate review.
 - **Seamless interview facilitation:** Providing a positive experience for both panel and candidates, including creating convenient interview panel packs.
- **Essential panel training:** Covering unconscious bias and legal considerations.
 - **Provision of interview panel members:** Sourcing experts and Chairpersons across industry fields.
 - **Focused on diversity:** Implementing gender-neutral language and reporting metrics throughout the recruitment process.
 - **Psychometric profiling:** Trained delivery of psychometric profiling assessment.
 - **Pre-employment checks:** Including Garda vetting, medical and reference checks.

Executive search

Leading experts in executive and c-suite search

- Expertise in conducting specialised searches for board positions.
- CIPD-qualified team fully certified in Prince2.
- Preferred provider of executive search services for publicly funded clients.
- A recruitment team with the technical expertise to identify candidates for the most distinct roles.

Unique access to Forvis Mazars network

- Access to our extensive national and international network, comprising 50,000 professionals worldwide.
- Opportunity to leverage our established connections across various industries.

Seamless recruitment process

- We provide you with comprehensive search lists and oversee all candidate interactions, ensuring engagement to boost applicant pool numbers.

Promoting diversity

From the initial stages of advertising the position to the final selection process, our trained HR practitioners ensure that all campaign-related materials maintain a 'gender-neutral' tone. Employing a custom tool, we meticulously check the language used in documentation to ensure there are no subtle biases in the tone. We offer detailed reporting and statistics at each campaign stage, focusing specifically on gender representation. Our commitment to gender reporting throughout the campaign guarantees equity and transparency across all engagements.

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Outsourced solutions

Whether your organisation is in a growth phase, requires temporary support for a project or is managing leave periods, our outsourced people consultants are available to implant seamlessly into your teams. Whether working remotely or onsite, our team is well-equipped to integrate into your work environment, providing expert assistance during transitional periods or to fulfil specific project requirements. Opting for our onsite outsourced services allows you to leverage the expertise of our consultants, ensuring a smooth and efficient collaboration that aligns with your organisational objectives.

Advantages of partnering with Forvis Mazars

- **Unrivalled industry knowledge and connections:** Across health, science, education, media, sport, culture, financial services and insurance.
- **Premium search solutions:** Ensuring access to the highest calibre of candidates.
- **Leading provider to diverse sectors:** Including public, private and state agencies.
- **Global reach:** Forvis Mazars is present in over 100 countries, combining local insights with global expertise.
- **Tailored project management:** Ensuring a dedicated project team and consistent point of contact.



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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000+ professionals across the globe to assist clients of all sizes at every stage in their development.

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