



# Your experts in talent search

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Consultancy of the Year  
(<25 people)  
Winner 2024



**Realise HR is a leading, multi-award winning HR and Recruitment Consultancy. We work with clients across the globe to deliver bespoke solutions and services. Our focus is on people and culture, creating sustainable and lasting change.**

We're HR professionals connecting HR, management and executive talent with great businesses. Our team are industry experts and have built an incredible network of talent across the UK.



**Martin Norris**  
Head of Recruitment

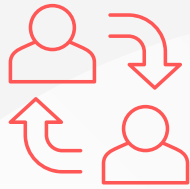
A handwritten signature in black ink, appearing to read 'M Norris', located below the circular portrait.

# Our service

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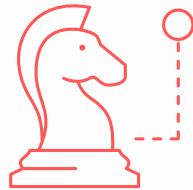
As C-suite advisers, we understand the impact a positive hire can have on company performance and profitability. We also understand the detrimental impact on your business and the teams around you if we don't get it right. This is why our process has been specifically designed by our qualified HR Consultants to attract and present the best talent.





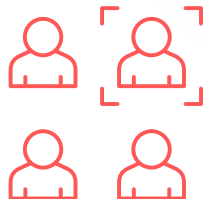
## COMPREHENSIVE BRIEFING

Our consultants will spend quality time with you. They are experts in helping to uncover the nuances and details that candidates find important and differentiate your campaign from others on the market.



## RESEARCH & STRATEGY

Before launch, your dedicated consultant will help you to understand the market and provide data-driven analysis in respect of search methodology, strategy, market positioning and benchmarking.



## HEADHUNTING & INTELLIGENCE

We are highly experienced headhunters and conduct multi-platform searches to create highly tuned and diverse shortlists. As we progress through the search, we provide our clients with on-the-pulse, market intelligence to support with later stages.

# Testimonials

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**RACHEL ARMER**

Working with Realise HR is a breath of fresh air! Martin not only takes time to understand your recruitment needs, but takes time to get to know your business, its culture and your team, meaning the candidates that are put forward are strong high quality matches. The pace and responsiveness is also amazing!

**People Director,  
Nichols PLC (Vimto)**

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**JOE MCGRAW**

Martin was excellent in helping secure my position. He kept me informed every step of the way, providing valuable insights into the requirements and expectations of the role. In my subsequent dealings with Realise, they have always been proactive and responsive. I would have no hesitation in recommending them.

**VP HR and Transformation,  
Dumfries and Galloway College**



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**KATE SHELDON**

Martin and the team are always extremely helpful. They take time to really understand the business needs and culture to find the very best candidates for the role. They make the process of finding the right people to offer easy. Martin is always extremely honest providing feedback to improve the business attraction and to make the on boarding journey the best it can be for your candidates. They are always the first place I go to when I have roles to fill.

**Head of HR Business Partnering,  
Lloyds Clinical**

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**AMBER DUIGNAN**

Martin is an outstanding, seasoned and dynamic recruiter. He is proactive, keeps you informed every step of the way and full of great ideas and a wealth of knowledge and experience to back it up. He is THE trusted recruiter for any exec / senior role and I whole heartedly recommend him and the Realise HR team.

**Director of Corporate Operations,  
Hospice at Home**

# Our track record

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A snapshot of the roles  
we've filled:

The logo for Lloyds Clinical, featuring the word "Lloyds" in blue and "Clinical" in a darker blue, both in a sans-serif font.

Lloyds  
Clinical

- Head of Business Partnering
- Head of HR Operations
- Head of Talent

The logo for DGC, featuring the letters "DGC" in a bold, orange, stylized font on a dark blue circular background.

DGC

- Vice Principal – People & Transformation

The logo for Cloud Nine, featuring the words "CLOUD NINE" in a black, sans-serif font on a white circular background.

CLOUD NINE®

- Head of People & Culture

The logo for pladis, featuring the word "pladis" in a red, lowercase, sans-serif font on a white circular background.

pladis

- UK Employee Experience Team



- Head of Organisational Change

**JAMES  
CROPPER**  
EST. 1845



- Head of Talent, Change & Culture

robertsoncooper

- General Manager

**Hospice at Home**  
Carlisle and North Lakeland  
Local Care for Local People

- Director of Corporate Operations
- Director of Finance & Business

# These are our values

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**We believe in true partnership:** we listen, work with you and deliver practical HR and Recruitment solutions as a trusted partner so you can deliver your goals.

**We're practical:** we simplify to deliver the complicated, think creatively and take an agile approach.

**We care:** we care about your business and your people. We're passionate about making a difference to people's working lives and their wellbeing. We care about the success of your business.

# What you also get

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Monthly coaching session with your new colleague until the end of their probationary period.



Bespoke advertising campaign including a dedicated and branded landing page for each role.



Recruitment masterclass for your hiring managers and HR teams.

e: [martin@realisehr.co.uk](mailto:martin@realisehr.co.uk)

t: 0737 9689616

w: [realisehr.co.uk](https://realisehr.co.uk)



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