



Frequently asked questions

What is FMC?

FMC is a professional services firm taking a fresh approach to headhunting. Founded 20 years ago we have become one of the fastest growing boutique consultancies in the UK. We pride ourselves on openness, simplicity, value and quality of service.

Are you actually proper headhunters?

Yes, we do literally hunt down the right candidates for your position and persuade them to apply. We certainly don't have a database of perpetual candidates who we market and re-market, and nor do we impale anyone on stakes!

Which sectors do you work in?

We work in as wide range of sectors as we can, but we only work with a handful of organisations in each. It is in this way that we avoid conflicts of interest in finding you the right candidate. We pride ourselves on our integrity, and a major part of this is to avoid "recycling" candidates between clients.

If you are non-sector specific how can you understand my market?

FMC has worked for over 20 years in a broad range of sectors including nuclear, automotive, retail, software engineering, professional services and the public sector. Our robust research methodologies ensure we understand your market quickly.

What geographical regions do you cover?

We have offices in the East Midlands and the South West from which we service the entire UK. We are increasingly also working on assignments across Europe, Asia and the Americas.

How much will it cost?

FMC does not charge a percentage of salary. Our costs are fixed and we always tell you up-front what they will be. We base our fees on how much time will be involved. Our overall fees offer genuine value; if you tell us about the role you have, we will respond with a fixed price quotation.

What happens if you don't find any candidates?

FMC is confident in its ability to find candidates; so much so that if we don't find anyone you want to interview, we'll give you the engagement fee back.

What if I have multiple positions to fill?

FMC charges for the time spent on an assignment rather than a percentage of salary, so with multiple appointments there is a potential time-saving and this is directly reflected in our fees.

What happens if an appointed candidate leaves?

FMC works hard to make sure you have the right candidate - and the right candidate is always less likely to leave. If a candidate does leave in the first 3 months we'll revisit the assignment at no additional cost.

Who works for FMC?

We have a team of full-time recruitment professionals with extensive blue-chip track records. It goes without saying that a background in recruitment is important, but we also look for tenacity and an outstanding work ethic, because great service quality in headhunting comes from hard work!

If you have a question, or you want us to get going on an assignment, call us on +44 (0)1522 695 011

click to visit www.fmc-online.co.uk

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