



Why Shrewd **Hire**

HR recruitment led by HR experts.
Built for better hiring decisions.



Introducing Shrewd Hire...

We understand HR because HR is what we do.

For years, organisations have trusted Shrewd HR to support them through every stage of the employee lifecycle.

From complex employee relations matters and organisational change to leadership development, workforce

planning and HR strategy, we've helped businesses navigate their people challenges with confidence.

Through those partnerships, one challenge continued to arise:

Finding great HR people

Recruiting HR professionals isn't simply about matching skills to a job description.

It's about understanding business needs, organisational culture, team dynamics and future growth plans.

That's why we launched Shrewd Hire.

A specialist HR recruitment service created by HR professionals who understand the profession, understand the challenges businesses face and understand the impact great HR can have on organisational success.

Connected to the HR Community

We're more than recruiters. We're active members of the HR profession.

Through our consultancy work, training programmes, networking events, industry partnerships and long-standing relationships across the HR community, we've built a strong network of HR professionals at every stage of their career.

Many of the professionals within our network are people we've worked alongside, supported, coached, developed or built relationships with over many years. This gives us a unique understanding of their strengths, ambitions, values and potential fit for our clients.

Why Shrewd Hire?

We believe successful recruitment starts with understanding your business.

Before any search begins, we take the time to understand your organisation, your people, your challenges and your ambitions. Through our unique HR Recruitment Diagnostic, combining recruitment expertise with experienced HR consultancy support, we help organisations identify the HR capability they need right now to achieve long-term success.

Whether you're recruiting your first HR professional, strengthening an existing team, appointing a senior HR leader or exploring options to support a period

of growth or change, we'll help you identify the HR capability that delivers the greatest value for your business.

Through our diagnostic approach, we can advise whether permanent recruitment, interim support, fixed-term appointments or specialist consultancy support represents the most effective solution.

Because finding the right HR person isn't just about skills and experience.

It's about finding somebody who fits your culture, supports your ambitions and helps drive your organisation forward.



Our **Bespoke** Recruitment Diagnostic

Every recruitment journey starts with **understanding your business.**

Unlike traditional recruitment providers, our process begins with a bespoke consultative diagnostic conversation.

Your initial meeting will typically involve Natalie alongside one of our experienced HR Consultants, bringing together recruitment expertise and practical HR knowledge.

Together, we'll take the time to understand:

- ✓ Your business objectives
- ✓ Your people challenges
- ✓ Existing HR capability
- ✓ Team structure
- ✓ Organisational culture
- ✓ Future growth plans
- ✓ The skills and experience required to make a genuine impact

Making the Right People **Decision**

As experienced HR professionals, we understand that recruitment isn't always about replacing a role like-for-like.

Whether you're creating a new position, replacing an existing team member, planning for future growth or covering a period of absence, we help organisations assess the capability they need and identify the most appropriate solution.

This may include:

- ✓ Permanent HR Recruitment
- ✓ Fixed-Term Appointments
- ✓ Interim HR Support
- ✓ Fractional HR Leadership
- ✓ Specialist HR Consultancy
- ✓ Additional Support Through the Wider Shrewd HR Team



Built On **Partnerships,** Not Transactions

We're **here** for the long term.

At Shrewd Hire, we don't view recruitment as a transaction.

We believe the best outcomes come from developing long-term partnerships with our clients, taking time to understand their organisation, culture and future ambitions.

Many recruitment providers focus on filling a vacancy.

We focus on understanding your

business and becoming a trusted partner for the long term.

The stronger our understanding of your organisation becomes, the better we can support future growth, succession planning and hiring requirements.

Whether you're recruiting your first HR professional, expanding your HR team or appointing a senior HR leader, our goal is to become a trusted extension of your business.

The Benefit of Choosing **Shrewd Hire**

As part of the wider Shrewd HR team, our clients also benefit from access to expertise across:

- ✓ HR Consultancy
- ✓ Employment Law Support
- ✓ Employee Relations
- ✓ Organisational Change
- ✓ HR Projects
- ✓ Workforce Planning
- ✓ Leadership Development
- ✓ Learning & Development
- ✓ Strategic HR Support

Because successful recruitment is only one part of building a successful HR function.

Meet **Natalie** & The Team Behind Shrewd Hire

Natalie Macpherson

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Head of Shrewd Hire

Natalie is a CIPD-qualified HR professional with extensive experience supporting organisations across recruitment, HR operations and business support functions.

Natalie leads Shrewd Hire and works closely with organisations to understand their needs, attract exceptional HR talent and build long-term client partnerships.

Her approach reflects everything Shrewd Hire stands for:
Professional expertise. Practical advice. Long-term partnerships.



Backed by the **Expertise** of Shrewd HR

What makes Shrewd Hire unique is the expertise behind every assignment. design, leadership development, employment law and strategic HR.

Alongside Natalie, our clients benefit from the support of experienced HR Consultants who bring practical expertise across workforce planning, employee relations, organisational

Every diagnostic discussion combines recruitment expertise with real-world HR experience, helping organisations make confident hiring decisions and build stronger HR functions.

Amy Chandler

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Head of HR Projects & Operations



Let's Talk About Your Next HR Hire

Get in touch now to book your free 1-1 HR assessment

We'll discuss:

- ✓ Your recruitment requirements
- ✓ Team structure and future plans
- ✓ Market insight and salary benchmarking
- ✓ Candidate availability
- ✓ Succession planning
- ✓ HR capability requirements
- ✓ Interim and consultancy support options

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The information contained within this brochure is correct at the time of publication. Services may be subject to change. Please contact Shrewd HR for the most up to date information.