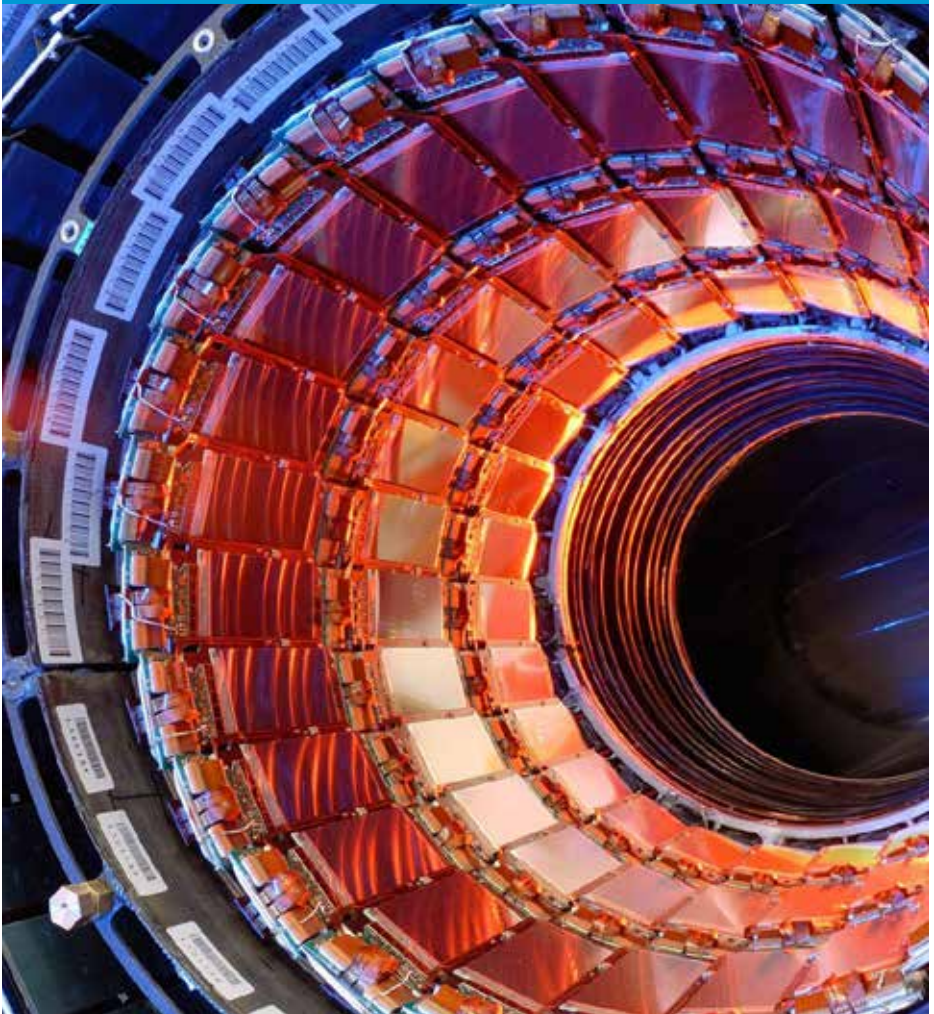




MSC R&D People

Interim Managers - HR Analysis -
Permanent Technology Appointments

MSC R&D has the expertise to help you
plan and resource your innovation strategy



Business is about people – only the best should do!



Experts in Technology Sector Appointments

Continuous innovation is the lifeblood of technology companies. However, managing concurrent R&D projects whilst ensuring your core business continues to run smoothly can be very challenging both in terms of funding and resourcing.

Poor recruitment decisions can be costly.

Whichever route you take, being able to rely on the right people who have both the required skills and behavioural characteristics is key to maximising your Return on Investment in R&D.

MSC R&D has the expertise to help you plan and resource your innovation strategy, to maximise results and minimise costs.

MSC R&D's appointment process for technology people is robust and rigorous allowing our clients to make highly objective facts based appointments.

“Wrong hire costs can be an average of 2.5 x cost of annual salary”

Source: Chartered Institute of Personnel and Development

MSC R&D Business Excellence Appointment Process

By using the MSC R&D “best practice business excellence” process, MSC R&D clients can be assured that any recommended short-listed candidates will be “best fit” in terms of skill set, academic background, qualifications, personality, experience, soft skills and a match to their business culture.

MSC R&D's unique process includes background checks, full HR analysis, competency assessments, interviews, restricted covenant check, CRB checks amongst others.

What makes MSC R&D different?

“Right first time”

MSC R&D has invested time and resources into researching and developing assessments to give the “best fit” for competency against client requirements.

All assessments are cloud based and are accessed remotely online. They are measurable, objective and are used to filter applicants at each stage of the process leaving only the most capable and competent candidates to be interviewed by the client.

Technology Sector Interim Managers

The need to use an Interim Manager can occur at any time and can be for a number of reasons e.g.

- Additional support for a growing company
- Holding the fort during the appointment of a new manager
- Implementation of change management
- Additional resource for R&D Projects

MSC R&D is a dedicated provider of Interim managers with a unique sector focus specifically aimed towards the High Technology, IT, Telecoms, Biotech and Electronics sectors.

MSC R&D Interims are highly experienced senior executives, with a proven track record within high technology industries.

All of whom have attained MSC R&D Accreditation through our rigorous and unique appointment process, providing our clients with the knowledge and confidence that they are thoroughly tested and vetted.

All MSC R&D quality accredited resources have an e-portfolio demonstrating their capabilities and competencies.

HR Analysis

MSC R&D can also work with you to apply this process to your existing resource for appraisal or internal review purposes.

- Personality Profiles
- Fluid Intelligence Assessments
- Emotional Intelligence
- Appraisals
- Role Definitions
- Compatibility profile match to Role Definition

“Getting a Graduate with an Honours degree in Physics and Astronomy to work in our niche microwave sector, willing to relocate, proved an easy challenge for MSC R&D. We were surprised at how quickly MSC R&D understood our requirements”.



The MSC R&D Integrated, Fast-Track, Paid-on-Results Team Way

Underpinning the work MSC R&D does for its clients is the MSC R&D Team Way - an approach based on a number of core principles:

- Partnership Approach - Long Term Benefits
- Expert Teams - Quality Results
- The 'Fast-Track Blitz' - Reduced Timescales & Minimal Disruption
- Paid-on-Results - Reduced Risk

MSC R&D's strategic, integrated R&D funding & business growth services include:

- R&D Strategy & Planning
- R&D Funding
 - R&D Tax Relief & Planning
 - UK & European Grant Funding
 - Finance Brokerage
- R&D Resource
- R&D Exploitation

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