

The Golfing Link

PUTTING TALENT FIRST

CAPABILITY STATEMENT



About Us

Where industry expertise meets talent acquisition excellence, **we are a specialist search and recruitment firm dedicated exclusively to the golfing industry.**

With deep roots in both golf and executive search, we bring **a unique dual perspective** to identifying and securing the very best off-market talent for golf clubs, resorts, academies, and golf-related enterprises **across Europe, Asia, and Australia.**

Our Founding Team Brings Together Two Highly Experienced Professionals from the Worlds of Golf and Recruitment

Our Golf Industry Partner

- Martin is a seasoned PGA Member with **25+ years of hands-on experience** in the golfing sector.
- A qualified Director of Golf, he has successfully managed all aspects of golf operations — from developing state-of-the-art teaching facilities and running competitive tournaments to overseeing the full spectrum of golf club management.
- Martin's insider understanding of what makes a golf facility succeed is at the heart of our recruitment insight.

Our Recruitment Specialist Partner

- Andy is a passionate golfer with **30+ years of experience** in both the game involvement and international recruitment.
- Andy has led search and selection mandates for senior and specialist roles across Europe, Asia, and Australia, with a focus on uncovering high-impact, off-market candidates who bring transformative value.

What Sets Us Apart



We don't just understand resumes — **we understand** fairways, greens, clubhouses, and what it truly takes to lead in the golfing world.



Whether you're seeking an accomplished C-Suite executive, a Director of Golf, a visionary General Manager, a dynamic Teaching Professional, or any other key golf industry role, we combine **insider knowledge** with **proven search methodologies** to deliver results discreetly, efficiently, and successfully.

Martin, Golf
Industry Partner



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Andy, Recruitment
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Executive Search

In executive search, the most transformative hires often come from the **75% of the talent pool** who aren't actively seeking a new role.

These passive candidates — usually high-performing, well-embedded leaders — aren't scrolling job boards, but they're open to the right opportunity if it speaks to their ambitions, values, and potential for impact.

Unlocking this **hidden market** requires nuanced outreach, tailored storytelling, and a deep understanding of what motivates executives at the top of their game. When aligned properly, it's not recruitment — **it's transformation.**



Harrison Testing

Psychometric Testing provides **a sophisticated and customizable framework** for talent selection, leadership development, and team optimization across the golf industry.

Grounded in behavioral science and performance analytics, it enables clubs and governing bodies to assess candidates not just on personality, but on **job-specific competencies and cultural fit.**

Its predictive power, flexibility, and precision make it a vital tool for recruiting C-suite, director-level, and frontline talent. As golf organizations adapt to growing demands for innovation, sustainability, and member engagement, Harrison becomes more than an assessment — it's **a strategic dialogue** between a club's identity and its future leadership.



Global Mobility

Bringing talent across borders unlocks a powerful infusion of fresh perspectives, challenging long-standing norms and sparking creative reinvention in golf leadership.

International professionals often bring experience shaped by different market pressures, member expectations, and operational models — **fuel for innovation** in clubs seeking transformative change.

This strategy not only fuels innovation and cultural exchange but also accelerates growth for clubs and major golfing establishments seeking disruptive leadership. With global reach and a sharp eye for potential, we're redefining where top-tier golf talent can thrive.

Their presence fosters **cross-cultural collaboration**, introducing adaptive thinking that can reframe everything from course strategy to member engagement to operational excellence.

For clubs ready to evolve, global mobility isn't just about filling roles — it's a strategic move to inspire reinvention through diversity of thought.

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Our Proposed Outline Strategy Includes:

- 01 Detailed assignment brief meeting(s)
- 02 Full search of candidate market via. referrals
- 03 Direct approach to any client-named candidates
- 04 Multiple database searches
- 05 Recruitment advertising campaign (if necessary)
- 06 Targeted selection and market-mapping activities
- 07 Profiling and short-listing of suitable candidates
- 08 Managing candidate and client communications until assignment completion

Client Approach

- Our Principal Consultant will hold detailed discussions with your line managers, followed by HR or Internal Recruitment team and other relevant managers.
- We recommend a face-to-face assignment briefing covering the business contract, technical demands, and broader team compatibility challenges.
- Our consultant will advise on remuneration, candidate availability, and the best recruitment strategy.

Candidate Approach

- Our database includes **over 20,000 candidates** sourced via referrals, targeted campaigns, and industry engagement.
- Should advertising be needed, we manage strategy, design, media buying, applicant screening, and candidate management through placement.
- We update our database daily and proactively network to find the best match beyond passive searches.

Pricing

General

Our pricing policy is based on delivering candidates that align with the values of both the client and the candidate.

Specific

We charge a search fee of 18% for single assignments at this seniority level.


Payments are split into three equal stages: one-third at the start of the assignment, one-third at an agreed milestone, and the final third upon successful placement.

Guarantee


Should a candidate sourced under our retained model leave for any reason within 12 months of employment, we will conduct a replacement search free of charge.

This guarantee does not apply if the client restructures and the position becomes redundant or in the event of critical illness.

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Process Steps



01 Assignment Briefing & Agreement

Face-to-face meeting to clarify the role, expectations, and terms of business. This sets the foundation for a successful search.



05 Candidate & Client Feedback

After interviews, we collect and discuss feedback with both candidates and clients to help guide the process forward.



02 Market & Candidate Sourcing

Using our database and active search methods, we identify potential candidates matching the client's needs.



06 Final Interviews & Testing

If required, we coordinate psychometric assessments and any additional final interviews to ensure the candidate is the best fit for the role.



03 Candidate Profiling & Shortlisting

We profile candidates in detail, assessing skills, experience, and cultural fit, then present a shortlist of suitable candidates. A report is provided for each candidate submission



07 Offer Negotiation & Acceptance

We facilitate and manage negotiations between the candidate and client, helping both parties reach a mutually agreeable employment offer.



04 Interview Management

We organize and manage the scheduling of first and subsequent interviews, including travel and accommodations if necessary.



08 Onboarding & Candidate Aftercare

We support the candidate through the onboarding process and maintain contact during the critical first months.

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