

For us to fully understand your needs and to ensure we can identify the most appropriate resource solution for you, we have created the **Alium Resourcing Model™** or 'ARM.' This unique process comprehensively underpins our understanding of your business requirements, which then enables us to provide you with the interim solution needed for your organisation.

PROVEN METHODOLOGY

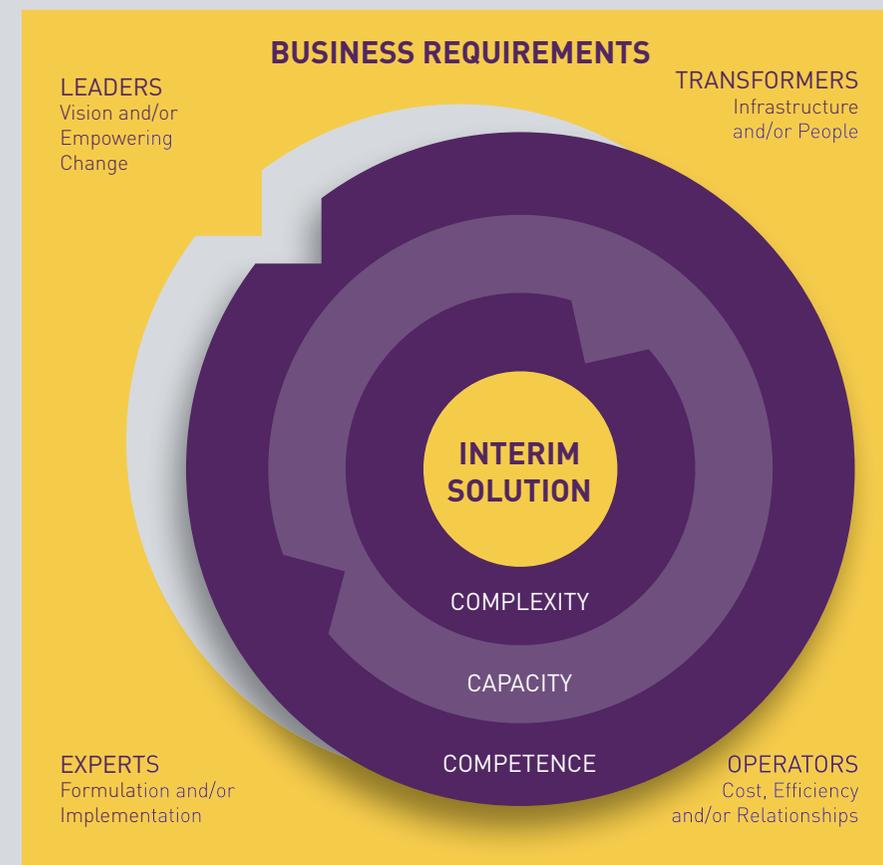
Using ARM, we work in partnership with you to understand your needs completely, ensuring that we accurately identify the most suitable interim solution. This is achieved by establishing what you see as the Business Requirements from the prospective assignment and determining the Role Purpose that flows from that – see table below.

The appropriate interim profile is then identified and refined by overlaying three Common Assignment Characteristics:

- Competence** - The fundamental management abilities demanded by the role and key deliverables
- Capacity** - The geographical extent/reach of the business unit, project or task
- Complexity** - The dimensions of the business unit and level of organisational complexity

By matching these characteristics with the skill and experience sets of our interim professionals and taking into account the culture of your business, we ensure that your requirements are met effectively and efficiently.

BUSINESS REQUIREMENTS	ROLE PURPOSE	EXAMPLE INTERIM MANAGEMENT ROLES
Leadership	To set vision and direction and to empower the organisation	Chairman, CEO, MD, GM, C-level, Function Head
Expertise	To formulate and deploy professional or functional expertise in the management or delivery of a given aspect of business activity	Organisational Leaders, C-level, CRO Head of Function, Programme Directors
Operational excellence	To deliver products and services to market at lowest cost and highest quality, consistent with the organisation's target operating model	C-level, Head of Function, Managers, Experts, Consultants
Transformational change	To create a platform for step change in organisational performance through revenue growth, or operating model redefinition	MD, GM, COO, C-level, Managers, Project Directors/Managers



Established in 2003, Alium Partners are an international agile resourcing solutions provider based both in London and Buenos Aires.

OUR APPROACH

Our consultative approach means we take the time to understand both the needs of our clients and the expertise of our candidates to ensure the perfect fit for both. We possess an unrivalled mix of in-depth, hands on sector knowledge, combined with an exceptional functional understanding that enables us to deliver the right resources, every time, whether interim, permanent or fixed fee.

OUR EXPERIENCE

Our market sector focus includes Financial Services, Risk & Compliance, Telecoms & Technology, Support Services, Private Equity, Energy, Health, Public Sector and Professional Services as well as Education, Media & Entertainment and Aviation & Infrastructure. From a functional perspective, we have unparalleled capability in areas such as Turnaround, Transformation, Finance, HR, IT, Procurement & Supply Chain, Shared Services and all aspects of Portfolio, Programme and Project Management. We can also fulfil specific requirements such as Business Development, Bid Management, C-level, Communications, Sales and Marketing.

OUR EXPERTISE

Whatever the requirement, our key objective is to establish an enduring business partnership, rather than a series of transactional relationships. We listen and capture your requirements precisely and seek to be an enabler for organisations with whom we work measured by the return on their investment. Our people are a mix of industry experts who develop a deep understanding of client businesses and recruitment specialists who support the delivery process. We have access to talent pools other agencies are unable to freely access and help our clients deliver increased revenues, stronger operating performance and improved financial results. We will also help them deal with the unplanned, the unexpected or the unwelcome.

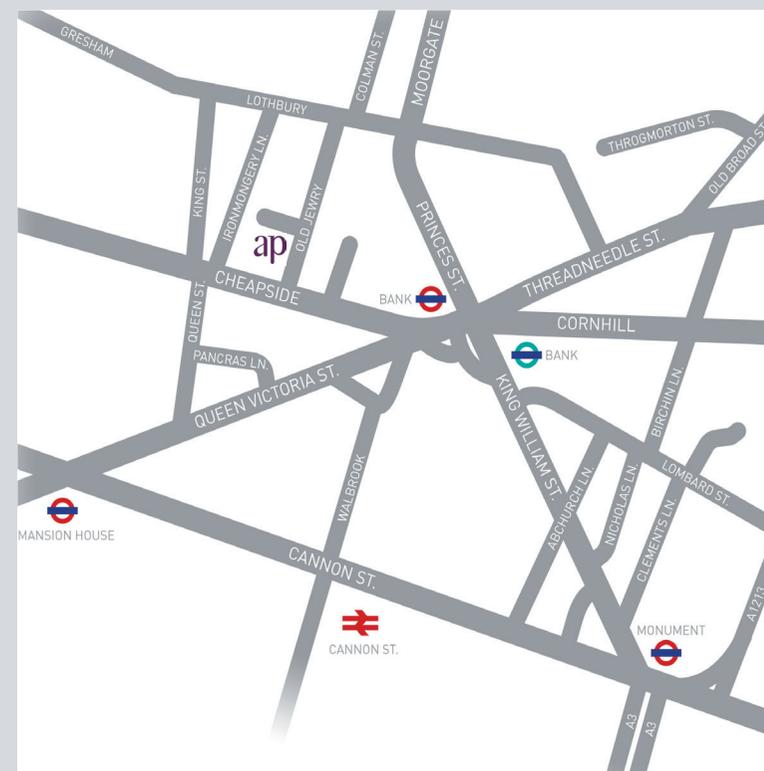
OUR COMMUNITIES

Our experienced, professional executive communities have the required skills to enable us to deploy either bespoke teams or selected individuals to meet any business challenge. This offering is underpinned by the highest of ethical standards and transparency which enables clients and candidates alike to build beneficial, trusted relationships.

OUR SERVICE

As part of our service commitment, we continually assess market trends, facilitating our clients to deliver for their businesses and supporting our candidates to make sure they take advantage of the very best opportunities. From our London headquarters, and by working in alliance with our international franchises and trusted global partners, Alium Partners has developed strong business relationships which can add real value to any organisation, around the world.

HOW TO FIND US



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