

BRIGHTWATER GROUP

Our Moto - At the heart of our mission, we are a **TRIBE**; bound by **Trust**, **Reliable** practices, **Inclusive** culture, **Brave** initiatives, and **Empathetic** connection.



Specialising In:	Recruiting Across:	Support Provided:	Markets Covered:
- Large scale multi-disciplinary campaigns - Highly specialist recruitment drives - Niche, once off projects	- Temporary - Contract - Fixed Term - Permanent - Retained - Executive Search	- Payroll Services - Interview Preparation - Reference Checking - Skills Testing - Dual branding Ad Campaign - Market Mapping - Org Design	- Ireland / UK - Europe - EMEA - Global



WHAT SETS BRIGHTWATER GROUP APART?

When your recruitment consultant is also your partner in talent acquisition, you can enjoy a more cost-effective, time efficient and streamlined experience allowing your team to focus on other projects.



Understanding of the challenges employers face now and in the future



Brightwater works with “inch wide, miles deep” knowledge of our verticals so our clients get real value when working with us



Recognition of candidates' priorities when looking for their next career move



Investment in the latest technologies to empower our staff



Our comprehensive range of value-added services including insights into market trends, salary benchmarking and industry specific challenges.



STRATEGY & METHODOLOGY

The Brightwater Group employs the most appropriate recruitment methodologies for our clients' requirements. We utilise a number of search approaches using a combination of targeted search campaigns (database, referrals, market mapping) and use of online resources to ensure we provide our clients with the absolute best possible choice of talent pools.



Advanced Technology: We embrace cutting-edge technology to help analyse data and identify the most suitable candidates quickly. We leverage AI tools that can streamline administrative tasks, allowing our consultants to focus on building relationships.



Proactive Talent Pipelining: We are constantly looking to the future and building a talent pipeline of qualified candidates by nurturing relationships and engaging with potential candidates, ensuring our clients have continual access to a pool of qualified candidates.



Employer Branding: We collaborate with our clients to devise compelling employer branding strategies by creating engaging content, leveraging social media platforms, and showcasing the client's unique selling points.



Data-driven Insights: We use data-driven insights - analysis of hiring trends, market conditions and candidate behaviour - and provide these to our clients. This allows us to become a true strategic partner, enabling you to make informed hiring decisions.



Cross-selling: We believe that being able to offer a full hiring service for all our clients' needs is key for our clients.



OUR NETWORK

- Our consultants have an average of 14 years of industry experience.
- We meet with over 17,000 candidates per year.
- 76% of our clients are repeat / referral clients which is a testament to our consultants' service delivery.

DATA MANAGEMENT

- We use a tailored version of Bullhorn, a market leading database, allowing us to create and tailor recruitment campaigns.
- Leveraged use of AI which gives us a full view of talent pipelines.



OUR PLATFORMS

To reach the full potential talent pool in the market (both passive and active candidates), our consultants have full access to:

- LinkedIn Enterprise (including Insights) - enabling us to provide real-time consumer insights 
- Automation – a tool allowing us to automate processes, freeing up consultants to focus on our clients needs. 
- Irish Jobs 
- Indeed 

OUR PARTNERSHIP APPROACH

PARTNERING WITH CLIENTS

We treat every client as a long-term partner, building trust and genuine collaboration from the outset. From initial consultation, we provide honest, market-led advice and set clear expectations on how we deliver effective and tailored recruitment solutions.



CLIENT BRIEF

Detailed role scoping to understand client needs and deliver the right talent match



RESOURCE

Strategic candidate sourcing via advanced CRM, LinkedIn Recruiter, Talent Insights and premium job boards..



SHORTLIST

Pre-screened candidates, structured CV summaries and tailored shortlists with full interview management.



OFFER

Confidential offer handling, tailored delivery and market-aligned compensation guidance..



POST-CARE

End-to-end onboarding support, compliance checks and post-placement alignment.

SUPPORTING OUR CANDIDATES

We treat every candidate as a future client, fostering trust and true partnership from the outset. From registration, we provide honest, realistic guidance and set clear expectations around how we can support their journey.



BRIEFING

Detailed candidate briefing covering role scope, organisation and cultural fit.



PREP/FEEDBACK

Candidate interview preparation and comprehensive post-interview feedback.



NEGOTIATIONS

Structured offer negotiation and stakeholder support through to onboarding.



SUPPORT

Dedicated ongoing support across the full assignment lifecycle.

VALUE-ADD SERVICES

We provide a strategic, insight-led recruitment service that goes beyond traditional candidate sourcing.

Combining market intelligence, objective assessment tools, and tailored talent solutions, we support organisations in making informed hiring decisions and securing high-calibre talent. Our consultative approach ensures each placement aligns with your business goals, culture, and long-term growth strategy.



Market Mapping: In-depth analysis of the talent landscape to identify key candidates, competitor structures, and hiring trends.



Salary & Package Insights: Current market data to benchmark salaries, benefits, and total compensation packages, ensuring competitive and informed hiring decisions.



Psychometric Testing & Skills Profiling: Objective assessment tools that support hiring decisions, reduce bias, and ensure candidate suitability beyond the CV.



Candidate Advisory & Career Coaching: Guidance and support to candidates on career planning, CV refinement, and interview preparation, resulting in more engaged and better-prepared talent.



Talent Pipeline Development: Proactive identification and engagement of passive candidates to create a strong, future-ready talent pool for key roles.

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