

Experts in Talent...

- ✓ **Intelligence**
- ✓ **Acquisition**
- ✓ **Development**

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Partner of Choice

Introduction

Mercury Hampton offers 26 specialised services in culture, people, and performance optimisation across 23 countries from four global offices. We partner with organisations within manufacturing, engineering, infrastructure, and scientific industries to:

- Make informed, data-driven hiring decisions with business intelligence;
- Attract and retain top talent;
- Accelerate individual and team performance through targeted programmes.



Stay ahead of the curve with Mercury Hampton Insights, where you can explore expert perspectives on STEM industry trends, business challenges, and strategic insights for professional development and recruitment.

[Explore Our Insights](#)

**Multi-Award-
Winning
Talent
Consultancy**

- **Scale Up** Winners for the Borough 2022
- **Employer** of the Year for the Borough 2022
- Scale Up Winners, **North West Region** 2022
- Scale Up **National** Finalists 2022
- **International** Award for Most Insightful **Culture** 2023
- **Innovation** Business of the Year 2023
- **Best STEM** Talent Acquisition Firm 2024 from British Made Awards 2024

About Us

Global experts in business intelligence,
talent acquisition, and performance transformation.



Founded in
2018



4
Global Offices

- Newton-Le-Willows, UK
- London, UK
- Houston, TX
- Singapore



1271
Happy Clients

23

Countries Traded

Values



Humility



Hard Work



Well-Being



Teamwork

Vision

Your Consultancy Partner of
Choice, Enhancing Culture,
People & Performance

Mission

Pioneering Innovation,
Solving Your People
Problems Of Tomorrow

SOME OF OUR AMAZING CLIENTS

AESSEAL

DART
AEROSPACE



Flamco
Flow of Innovation

FLOWSERVE



IMI

James Walker



KIER

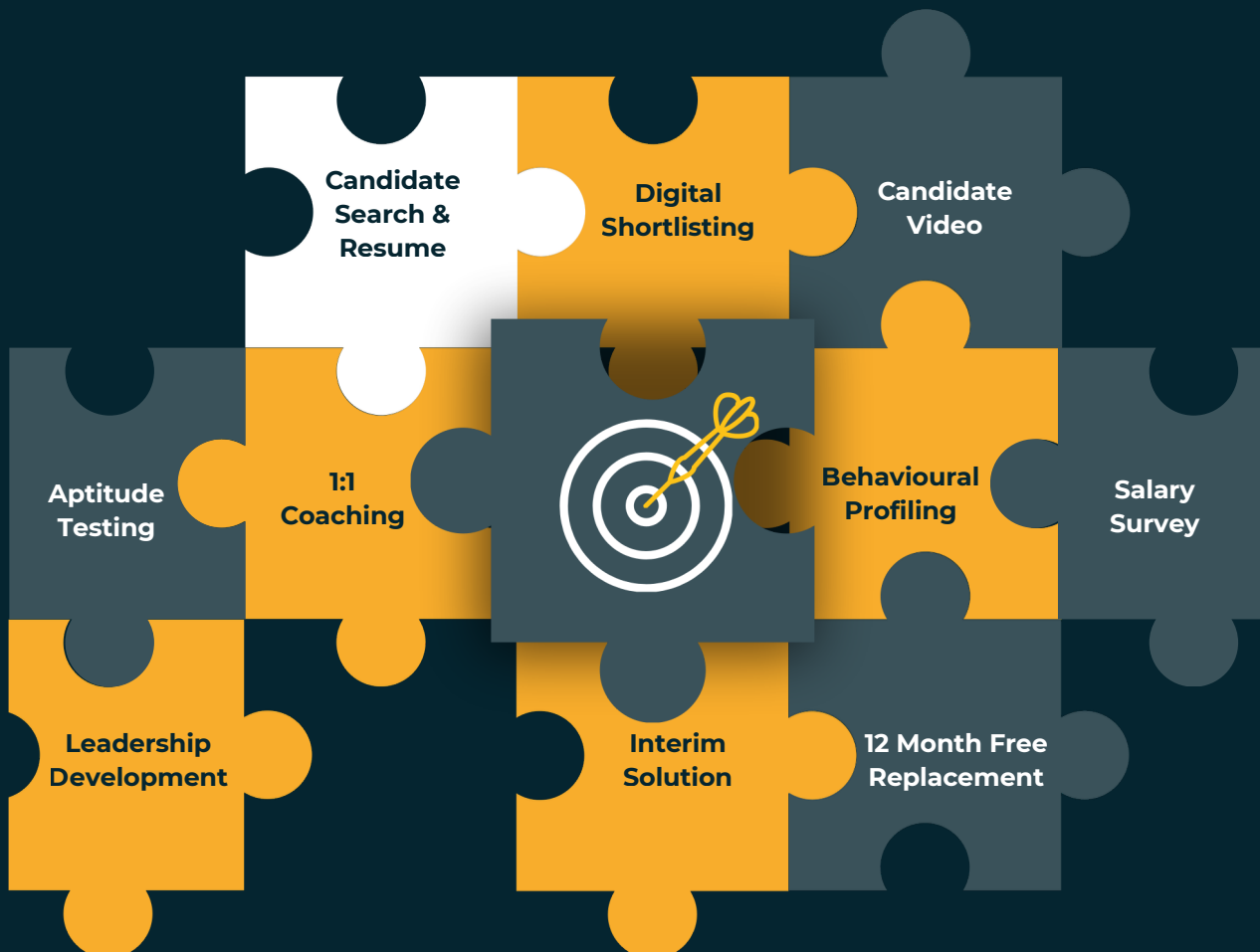
VERDER

Game-Changing Methodology

Traditional Search



VS The Mercury Hampton Toolbox



Roles We Hire

- Directors & Executives
- Managers
- HR Leaders & Teams
- Financial Specialists
- Department Leads
- Manufacturing Operations
- Quality & Safety
- Supply Chain & Logistics
- Sales & Marketing Leaders
- Sales & BD Teams
- Field Service & Maintenance
- Research/Design & Innovation
- Engineering & Technical Roles
- Customer Service & Aftersales
- Project Leaders & Managers
- Planning Specialists
- Technology, Data & AI Specialists



- Executive Search
- Headhunting
- International Recruitment
- Permanent Recruitment
- Contract & Interim
- Workforce Solutions
- Embedded Talent
- RPO

Industry Experts

Supporting listed, privately owned, and private equity portfolio companies globally.



**Engineering
& Industrial
Products**



**Consumer
Manufacturing**



**Infrastructure
& Energy**



**Automotive,
Aerospace &
Defence**



**Medical &
Scientific**



Technology

Behaviours & Benchmarking

MHIQ – the data-driven core of our methodology – transforms complex analytics into actionable insights.

Our tailored solutions enable informed decisions that produce measurable outcomes and support growth. The innovative MHIQ recruitment tool has consistently delivered exceptional results, including industry-leading retention rates.

Key achievements for our clients include:

- **96% of our candidates in place after 12-months.**
- **94% remain after 24-months.**
- **Up to 12-months recruitment cover fully guaranteed.**
- Streamlined recruitment processes.
- Significant time and resource savings.
- Improved sourcing of top-tier talent.

An unrivalled candidate experience, with:

- **Clear positioning** of your organisation as the employer of choice.
- **Detailed candidate pack** promoting your organisation.
- **24/7 access** to a dual-branded candidate profile with verified credentials.
- **Continuous access** to a ticketing system relating to their digital profile.
- **McQuaig psychometric testing** with expert interpretation.
- **Full process management** led by a dedicated Mercury Hampton consultant.

[Click Here to See MHIQ in Action](#)

What's Included?



Video Intro



Photograph



Exec Summary



References



CV/Resume

- **Behavioural Testing:** to evaluate your work style, stress responses, leadership approach, and sales abilities. Conducted by the respected McQuaig® Institute, these tests provide insights into your likely workplace performance, benefiting both employers and candidates.
- **Job Fit Analysis:** we compare your psychometric profile to those of successful incumbents, assessing trait alignment to determine job fit. This evaluation gauges your potential for success and satisfaction, while also identifying if the role might cause undue stress or require unnatural behaviours.
- **Key Competency Questions:** whereby all candidates answer three to five standardised questions before the interview, showcasing their expertise and providing thoughtful responses to key job requirements. This approach allows for direct comparison among candidates and serves as a valuable basis for in-depth discussions during the interview.
- **Candidate Benchmark Analysis:** upon request, our recruitment team provides a comprehensive analysis comparing candidates based on key skills and salary, offering a cost-benefit assessment to aid informed decision-making.



**Mercury
Hampton**

Executive
Performance

Mercury Hampton

Performance Transformation

Enhancing the effectiveness of individuals and teams, fostering improved performance and contributing to organisational goals.

Onboarding Fast Track

Supports new team members in passing probation, integrating into the company culture, and building a foundation for lasting performance.

1:1 Executive & Performance Coaching

A 90-day programme, allowing motivated individuals to make lasting positive change in their leadership.

Sales Transformation

For business owners or managers who want to develop practical and strategic sales skills for themselves or their team.

Career Coaching

Helping professionals clarify goals, build skills, and navigate career changes. Ideal for those seeking growth, changing roles, or returning to work.

High Performing Team

A customised approach to identifying and addressing the challenges that may be hindering teams from working cohesively and effectively.

PAX Performance Accelerator

Held at Henley Business School, the PAX offers ambitious leaders a six-day mini-MBA experience, combining essential business skills, AI & practical tools.



*Designed for
critical hires*

Executive Search Package

Mercury Hampton Executive Performance offers more than just performance transformation. Drawing on our extensive knowledge and complete range of services, we provide a unique package covering the entire talent lifecycle. This includes executive search, candidate assessment, structured onboarding, and ongoing leadership development, all designed to ensure sustained outcomes.

Traditional Headhunt

- Our experienced directors lead the search.
- We use diagnostic tools to provide clear insight into the talent pool.
- A broad mix of networks and over 20 advertising channels help us reach the right people.



Testing via MHIQ

- Candidates are carefully screened.
- Video profiling, competency questions, and a proven digital process
- A two-stage interview process combines convenience with thorough evaluation.
- Behavioural insights from McQuaig reports support confident decision-making.



Performance Optimisation

We know that every leadership transition presents its own challenges and opportunities. That's why Mercury Hampton Executive Performance offers two distinct programmes tailored to different levels of support, helping new leaders integrate effectively and make a strong start.

- Onboarding Fast Track.
- 90-Day 1:1 Executive & Performance Coaching.



**Mercury
Hampton**

Executive
Performance

Additional Diagnostics



A full data-driven suite of services, delivering actionable insights to hire smarter, develop talent, and optimise performance.

Cultural Assessment

Provides a view of your organisational culture: through the eyes of both individuals and your wider employee base.

Behavioural Profiling

Uses data-driven tools to help organisations hire skilled candidates who fit their culture, boosting retention, performance, and team dynamics.

Aptitude Testing

Assesses candidates' sales ability, mechanical reasoning, and/or cognitive skills, enabling employers to make informed hiring decisions.

Skills Gap Analysis

Uses self and manager assessments to compare current and required skills, quickly identifying development and training needs.

Salary Survey

Benchmarks employee pay against industry standards to help organisations ensure competitive and effective compensation strategies.

Staff Attrition Calculator

One question: How much money are you spending on bad hires? Find out using our data-backed staff attrition calculator.

Critical Industries

- **Infrastructure:** Utilities - Gas, Water & Electricity, Construction & Civils, Rail & Transport, MOD.
- **Energy:** Nuclear, Renewables, Power, Transmission & Distribution, Oil & Gas.
- **Manufacturing & Engineering:** Industrial Products, Aerospace & Automotive, Food & Beverage, Medical & Scientific.

The MHC Way



**Reduced
time-to-hire**



**Access to
top-tier talent**



**Proven track
record**



**Shared
commitment**



MHC

Mercury
Hampton
Contract

Explore

Our Workforce, Contract, Interim & Payroll Solutions

Workforce Solutions

Flexible workforce partnerships designed to boost efficiency and keep projects on track, with fixed-price and tailored delivery models.

Contract Recruitment

Fast access to skilled contractors who are the right fit, helping you maintain productivity and respond quickly to changing needs.

Interim Management

Experienced interim leaders who integrate quickly to manage change, lead projects, and ensure ongoing operational success during transitions.

Payroll

Streamlined payroll management reduces administrative burdens, cuts costs, and improves cashflow by enabling businesses to pay only for labour when needed.

Risk Mitigation

Full compliance support, including IR35 determination and contractor management, so you can focus on your business.



Your **Consultancy Partner** of Choice,
Enhancing Culture, People & Performance.

Let's discuss how we can become a value-added partner to your organisation.

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Executive
Performance



Mercury
Hampton
Contract



 Yellow Eagle
EMBEDDED



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