



“We prefer to work with multiple firms”

A line I hear often from founders and leaders in fast-growing companies.

But here's the reality:

For leadership hires, this approach quietly undermines your entire process.





Let's start with the only question that matters:

Do you want to appoint the very best person for this role?

Not the quickest.

Not the most available.

The best.





Because the moment you brief multiple 'agencies', something shifts:

Your credibility drops with top-tier leadership talent.

And in a scale-up, credibility is growth.





Senior operators and exec-level candidates don't respond to noise.

They see agencies scrambling.
They see minimal due diligence.
They see your story reshaped to "sell" the role.

And they question how mission-critical this hire really is.





Founders & those responsible for hiring often underestimate this. But leadership candidates don't.

They choose clarity over chaos.

They choose trusted advisors over unknown intermediaries.

They choose companies that treat hiring as strategic, not transactional.





Now imagine the opposite.

One search partner.

One narrative.

One accountable owner.

A partner embedded in your sector and adjacent markets - someone who understands the talent landscape you're competing in.





This sends a very different message to the market:

This role matters.

This company is intentional.

This founder is serious about who they bring in.

That's what attracts the operators who can actually shift your trajectory and help realise your growth.





Because in a scale-up, every leadership hire is a leverage point.

The right person accelerates growth.

The wrong one costs you time, capital, and momentum.

You can't afford a fragmented process.





If you want **anyone**, multiple agencies may indeed get you there.

If you want the **right** leader - the one who shapes culture, builds teams, and drives execution - the choice is obvious.



I'm **Steve Robinson**, I've been supporting eMobility and cleantech start-ups and scale-ups to grow their leadership teams for over 10 years.



I look forward to connecting with you.





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