



SPECIALIST PROFESSIONAL SERVICES
EXECUTIVE SEARCH

www.robertwalters.co.uk/executive-search

ROBERT WALTERS

EXECUTIVE SEARCH

INTRODUCTION

Robert Walters Executive Search have more than 60 years' combined experience in commerce & industry, financial services and VC and PE backed sectors. We partner clients ranging from leading blue-chip multinationals through to entrepreneurial SMEs. We work with our larger clients to identify their future leaders, predominately in finance and commercial roles, while for our SME clients we identify transformational leaders who will enable them to achieve their growth ambitions. We act as an extension to our clients' businesses representing them in the market place in the best possible way to allow them to achieve their hiring goals.

SPECIALIST FOCUS

We focus on the recruitment of executive level professionals, with salaries between £100k and £250k, including:

- Chief Financial Officer / Finance Director
- Internal Audit Director
- Director of FP&A
- Corporate Development Director
- Group Financial Controller
- Chief Operating Officer
- Head of Investor Relations
- Chairman and Chief Executive
- Commercial Director
- Non-Executive Director

OUR ADVANTAGE

We understand that one of the biggest frustrations at the executive level is speed of hire. Our advantage over traditional search firms is that we can respond far faster through the utilisation of our multi-method search approach and global database, while still maintaining outstanding levels of service and highly competitive fees. If we can't fulfil your need, we will tell you. If we can, we will.

DELIVERING OUTSTANDING SEARCH SERVICES

We favour a consultative, highly selective approach to executive search. We take the time to gain a detailed understanding of our clients' businesses and reject prescribed solutions in favour of those that are tailored to specific requirements. Our success has come from our keenness and ability to be flexible, the fact that we listen and because we have the experience to allow us to adapt our approach to suit a client's particular need. We utilise our global network and have built a reputation for challenging some of the archaic processes and practices of the traditional executive search market.

OTHER SERVICES – REMUNERATION BENCHMARKING

In addition to our search services, companies have retained us to perform remuneration benchmarking projects to ensure that their executives are suitably paid and to improve retention. Our dedicated in-house research team performs thorough market data analysis, producing an unbiased report advising the areas of a remuneration package in which executives are over or underpaid in relation to their competitors and the market average.

"It has been a great pleasure working in partnership with Robert Walters Executive Search. They have provided exceptional service through their knowledge and experience of the market. The communication from them has been outstanding, always keeping me informed on the status of the search. Through their understanding of our role and our business requirements, they were able to present exceptional candidates, assisting in filling the position effortlessly and with minimum impact to the business."

**Marc Beattie, Senior Manager,
Regional Human Resources,
World Courier**

"Robert Walters Executive Search have been approachable and highly professional. With senior management spending most of the time through the process on different time zones Robert Walters Executive Search ensured we were kept informed at every stage. We were extremely impressed with the calibre of candidates and the efficiency of getting the offer and terms agreed with our new CFO."

Stuart Watts, COO, ATP Media

"Robert Walters Executive Search have worked closely with me for more than 10 years, securing me the right CFO roles and supporting me with FC/Head of Finance hires. They have been able to do this by listening intently to what I am looking for and getting to know my strengths and cultural requirements exceptionally well. This has helped me to effectively manage and shape my career to this point and work with some exceptional people and companies. I highly recommend their consultative approach."

**Jamie Beaumont, COO,
Kano Computing**

"I have been very impressed by Robert Walters Executive Search's ability to understand me as a person and my requirements, and the culture and requirements of the employing companies. This has resulted in them placing me on three occasions in progressive CFO roles that have been a great fit for me and for the companies that I have worked for."

**Lynne Fennah, CFO & COO,
Empiric Student Property plc**

MEET THE TEAM



Andrew Linger
Director

Since leaving practice, Andrew has spent 22 years with the group working with a wide variety of clients from manufacturers to biotech companies, helping them hire finance and commercial director level talent. He also handles Non-Executive Director mandates.



Melanie Clark
Business Director

Mel, over 11 years with the group, has assisted clients to identify and hire transformational CFOs and Finance Directors in media, technology, retail, hospitality and property.



Matthew Crawford
Principal

Matt has 19 years' experience partnering with a wide range of banking, asset management and alternatives clients to recruit and develop high calibre leadership across Finance and Governance seats.



Matthew Venning
Principal

Matt has, over 18 years, successfully helped a large number of financial and technology related businesses, public, private and VC/PE backed. His broad capability includes CEO, COO and CFO requirements.



Joseph Smith
Researcher

Joe supports the team, leading the research function to deliver the market knowledge and direct candidate headhunting to ensure the successful delivery of each and every retained mandate.

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IRELAND
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LUXEMBOURG
MALAYSIA
NETHERLANDS
NEW ZEALAND
PHILIPPINES
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