



UK team build out London

The Client

A 120-person European executive search firm that required three hires to develop their London presence. They specialise in board, technology, consumer, industrial, professional services, and financial services search.

The Challenge

Our task was to simultaneously fill three key positions (fee earners in Board & Technology alongside a Head of Research) for an executive search brand that was relatively unknown among many in the UK market. Compiling a go-to-market strategy involving multiple stakeholders across different European locations was a unique challenge.

The Solution

We targeted fee-earning Consultants with a global mindset, who understood the nuances required to work with international Partners across different geographies. We also needed to ensure they had credibility within the UK market and could originate their own business. The Head of Research shortlist concentrated on individuals who viewed this opportunity as the ideal 'step-up' in the platform; they had all worked on international search assignments across multiple industries.

A crucial part of the assessment was ensuring that the global partnership group bought into all three hires and made time throughout the interview process to sell their vision for the growth of the London office.

The Result

Three hires were made simultaneously: a Consultant with UK Board hiring experience seeking to move to a global platform, a Technology Consultant from a specialist in scale-ups and high growth tech, and a senior researcher stepping up into a lead role for the first time from a global industrials specialist.