

taylor harrisonth

Executive Search, Interim Management and NED Recruitment
Risk, Compliance, Audit and Actuarial



about us

Taylor Harrison is an executive search and interim management firm focussed exclusively on sourcing senior talent in the fields of risk management, compliance, audit and actuarial for leading banks, insurers and financial services providers.

Furthermore, we are an established recruiter of NED's and chairs, fully engaged in the broadening of the non-executive gene-pool by providing more diverse candidates.

With a determination to build upon our proven track record and a meticulous, results driven, consultative approach to acquiring the best talent, we are the specialist provider of choice for many of the most ambitious and demanding organisations within our markets.

From our very first mandate in 1999 to the present day, Taylor Harrison has successfully completed more than 600 assignments in over 30 countries.



enthusiastic



what we do

As a trusted partner to a select group of clients, Taylor Harrison is large enough to possess the knowledge, resources and expertise to operate effectively across our specialist markets, yet small enough to adopt a personal approach and offer the care and focus that both candidates and clients deserve in order to help shape their futures.

executive search

Executive search is a proactive and systematic hiring technique delivering access to the wider talent pool and bringing 'passive' candidates into consideration. Making use of our international network and contact base, combined with targeted research, we secure individuals with directly relevant abilities and experience for your requirements.

It is particularly appropriate for the more challenging roles, where the appropriate combination of technical capability, expertise and personal characteristics is scarce and difficult to attract.

This methodology, together with our strong principles and robust approach, enables us to identify, make contact with and secure respected individuals who will have a profound, beneficial and long-lasting impact on our clients.

interim management

Taylor Harrison's interim management service sits alongside our executive search practice and can be an effective solution for clients undergoing significant change, seeking expert help with specific projects, or requiring immediate resource whilst an executive search is undertaken.

We apply the same values and expertise to our interim management service as we do to executive search, coupled with a sense of urgency commensurate with the nature of each particular requirement.

Our network of senior interim managers enables us to pinpoint and secure the requisite talent in a timely and cost effective manner.

NED / chair recruitment

With the expectations placed on today's Boards ever increasing, the need to attract and secure the best chair and/or non-executive director from the market is crucial.

With a thorough understanding of many of our clients Board rooms, we are well placed to seek out leading talent from our extensive network and contact base of 'high flyers' seeking their first non-executive or chair appointment to the more seasoned professional wishing to add to an existing portfolio.

authoritative



consulting team

Our aim is to bring integrity, maturity, an ethical approach and passion to our work.
Our experiences reflect those aims.

ruth almond

Managing Director

Ruth founded Taylor Harrison in 1999 following a successful career as the Director of Executive Search for an independent human resources consultancy firm. Determined to create a highly responsive, specialist search practice serving the risk management, compliance, audit and actuarial functions, she soon recognised the need to provide a NED and chair recruitment service as well as interim management.

Having worked with some of the most demanding leaders in banking, insurance and financial services, Ruth has acquired extensive knowledge and understanding of the industry and has built an exceptional network of contacts allowing her to personally deliver on many senior mandates. She remains a hands-on leader of the team, playing an active role in every assignment undertaken, offering challenge and critique to ensure a successful outcome.

Under Ruth's stewardship Taylor Harrison has evolved into a respected provider, with a collaborative and collegiate culture and a reputation for succeeding where others fail.

sue saunders

Managing Consultant

Sue spent ten years within senior level recruitment across a number of industry sectors before joining Taylor Harrison in 2001. Since then, she has gained a wealth of experience of hiring risk management, compliance and audit professionals, with a particular interest in the field of risk analytics, where she has made a number of notable placements in recent years.

Sue is renowned among clients and candidates alike for her attention to detail and her methodical yet open and honest approach to the hiring process. She works closely with all parties, managing expectations and negotiating to achieve the best outcome for all concerned. Her sensitive but informative style ensures that her counsel is often sought by senior leaders looking for an opinion about potential career options.

Sue has acquired an excellent understanding of the markets and functions in which Taylor Harrison operates and, working closely with her colleagues, this enables her to deliver consistently fast and effective results.

matthew baylis

Managing Consultant

Matthew joined Taylor Harrison in early 2016 bringing with him a wealth of experience through previously held roles in insurance, banking and executive search. Following a successful early career he went on to run his own consultancy, focusing on the recruitment of actuarial and compliance personnel for insurance companies globally.

Matthew has a particular focus on senior level executive search and interim management for London Market and retail insurers. He works on mandates covering risk, compliance and audit roles with a specific interest in working with senior level actuaries.

His deep understanding of the international insurance market and risk governance has seen him deliver on a wide range of board, functional and product assignments and his strong partnership with clients enables him to help them build first class business and leadership teams.

kate wright

Managing Consultant

Kate joined Taylor Harrison in 2006 from a specialist finance recruiter and now has over 30 years' experience in executive search and interim management.

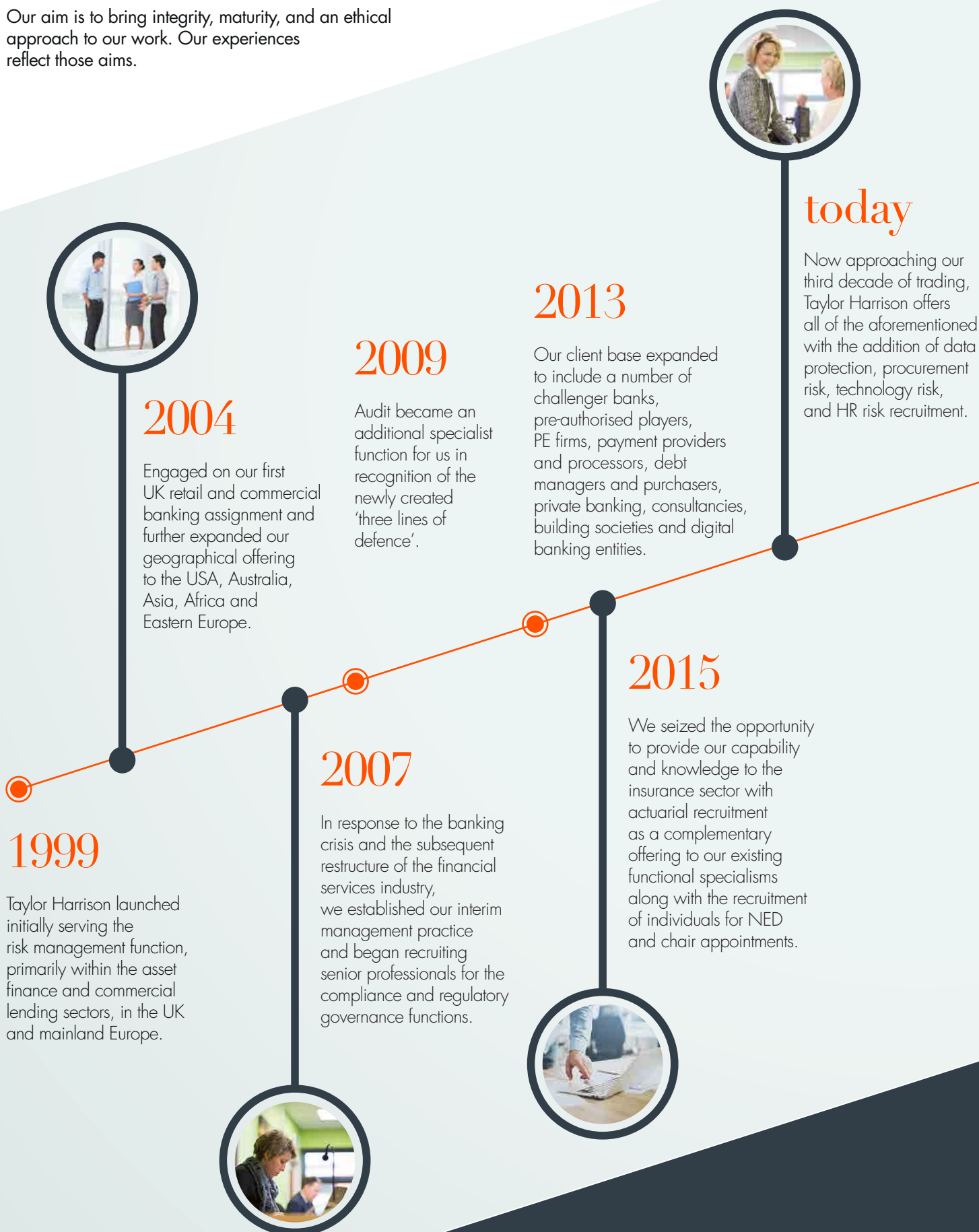
Her discreet and highly professional approach, combined with first class market knowledge, has won her the confidence of a number of global leaders. As a consequence Kate is regularly called upon by clients to assist with organisational design and development.

A key contributor to Kate's success is her ability to navigate complex, challenging mandates instinctively and proficiently, bringing innovative solutions to every search assignment. Her capacity to see beyond a job description and consider the independent elements of character, culture and skills, allows her to present diverse and creative results.

together

our adventure

Our aim is to bring integrity, maturity, and an ethical approach to our work. Our experiences reflect those aims.



growth

how we do it

Our tried and tested process methodology.



stage one

Briefing

For executive search, NED and chair recruitment, a briefing meeting is held to determine the skills, knowledge and abilities required. Time is also taken to fully understand our client's business, future plans, corporate culture, organisational values and leadership style to ensure the best possible person 'fit'. Following this meeting, an information pack is created to act as a support document during candidate discussions.

For the hire of an interim executive, we also determine the proposed duration of the assignment, the desired day rate, referencing and vetting requirements and contract administration.



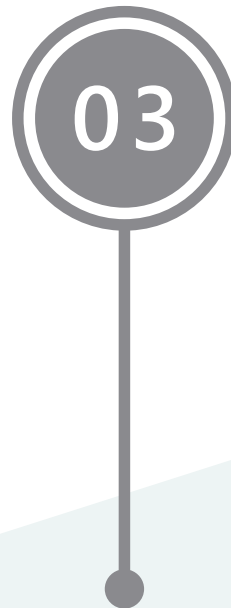
stage two

Strategy and Approach

Target organisations, all sources of intelligence and members of our network are identified. Potential candidates are researched and qualified accordingly and direct contact is made to introduce our client and the opportunity. If appropriate, the information pack is shared and interviews arranged with us for further assessment.

For the hire of an interim executive the same process is adopted, with data such as candidate availability, day rate expectations and contract needs obtained.

Underpinning all our activity, regular client update calls are held with progress reports being provided every other week, ensuring that all parties are clear on activity and enabling any necessary changes to be implemented.



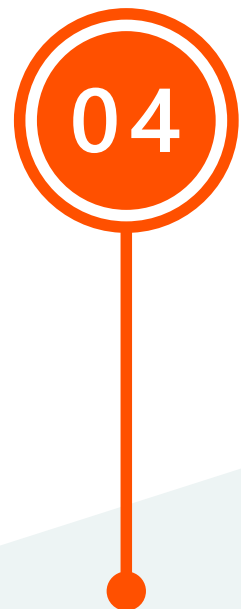
stage three

Shortlist and Offer

Shortlist – a critical stage of the overall process. All pre-qualified candidates are presented, discussed and interviews arranged. The client interview process is closely managed by us to sustain momentum, monitor candidate reaction and ensure that all parties receive feedback throughout.

Offer and on-boarding – we act as the intermediary during the reward package negotiations, managing any counter-offer situations.

For our interim executive hires, contract administration commences as well as referencing and vetting.



stage four

Ongoing Review

We keep in regular contact with placed hires to ensure all is on track and to manage any potential issues.

We always work to the highest standards dictated by employment legislation. As a leading recruiter we are fully cognisant of the concept of workplace diversity and the need to source candidates from the widest possible talent pool. Factors such as race, colour, creed, age, ethnic background, gender, disability and sexual orientation are disregarded.

method



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