

taylor harrisonth



about us

Taylor Harrison is a boutique executive search firm focused on sourcing high calibre, senior talent in the fields of risk management, compliance, audit, finance and general counsel for leading financial services providers as well as other major regulated industries. We have also, at client request, successfully completed mandates outside of our normal remit across the broader C-suite for roles such as CEO, COO and HRD.

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

Determined 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.



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 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.

NED recruitment

With the expectations placed on today's Boards ever increasing, the need to attract and secure the best 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 senior individuals seeking their first non-executive appointment, to the more seasoned professional wishing to add to an existing portfolio.

fixed term contracts

We have an active network of senior interim managers able to work on fixed term contracts 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 fixed term contracts as we do to executive search, coupled with a sense of urgency commensurate with the nature of each particular requirement.

authoritative



team

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

ruth almond

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 general counsel functions, she recognised the need to provide not only talented business and functional heads but also individuals from the wider C-suite community. Ruth has acquired extensive knowledge and comprehensive understanding of the banking and financial services sector, having worked with some of its most demanding leaders. She has built an exceptional network of contacts allowing her to personally deliver on many senior mandates.

A hands-on leader of the team, Ruth plays an active role in every assignment undertaken, offering challenge and critique to ensure a successful outcome. Under her stewardship, Taylor Harrison has evolved into a respected provider, with a collaborative and collegiate culture and a reputation for succeeding where others fail.

kate wright

Kate joined Taylor Harrison in 2006 from a specialist finance recruiter and 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. Furthermore, her sensitive but informative style ensures that her counsel and opinion is often sought by senior individuals regarding potential career options.

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.

nicola clark

Prior to joining Taylor Harrison in 2010, Nicola was an information communications systems specialist in the Royal Navy, vetted and security cleared to the highest level. With a deep understanding of the importance of confidentiality and data management, Nicola is responsible for the maintenance, monitoring and ongoing development of Taylor Harrison's database.

Managing the software itself as well as retaining communications channels with key supplier contacts, she also ensures legacy data is dealt with appropriately. Utilising her keen eye for detail and logical approach, Nicola is actively engaged in the early stages of each assignment, ensuring that the quality of research information is thorough, accurate and complete. In addition, she has day-to-day responsibility for maintaining and improving the IT infrastructure at Taylor Harrison.

samantha woolley

With an early career based in commercial aviation, banking and insurance, Samantha joined the company in 2003. She works closely with the consulting team, offering a pragmatic, meticulous approach to the management of much of the business' day-to-day affairs and is highly respected by clients and candidates alike for her proficiency, professionalism and approachability.

A key contributor to the smooth running and success of the business, Samantha ensures each assignment is managed effectively and confidently from the initial briefing meeting and research activities, through to the organisation and coordination of client and candidate meetings and subsequent regulatory checks and onboarding.

together

our adventure

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



2004

Engaged on our first UK retail and commercial banking assignment and further expanded our geographical offering to the USA, Australia, Asia, Africa and Eastern Europe.

2009

Audit became an additional specialist function for us in recognition of the newly created 'three lines of defence'.

2013

Our client base expanded to include a number of challenger banks, pre-authorised players, PE firms, payment providers and processors, debt managers and purchasers, private banking, consultancies, building societies and digital banking entities.



today

Navigating through the Covid pandemic has been one of the most significant challenges we have faced. However, in spite of this, we have continued to secure and successfully deliver on mandates, from both new and existing clients, and we look forward to the future as a leaner, more agile firm.

1999

Taylor Harrison launched initially serving the risk management function, primarily within the asset finance and commercial lending sectors, in the UK and mainland Europe.

2007

In response to the banking crisis and the subsequent restructure of the financial services industry, we established our interim management practice and began recruiting senior professionals for the compliance and regulatory governance functions.

2015

Selected by a large global law firm, we seized the opportunity to further expand our services to other regulated industries, applying our existing functional specialisms to great effect. 2015 also saw the launch of our Board recruitment offering and the management of mandates for NEDs.



growth

how we do it

Our tried and tested process methodology.



stage one

Briefing

For executive search and NED 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.

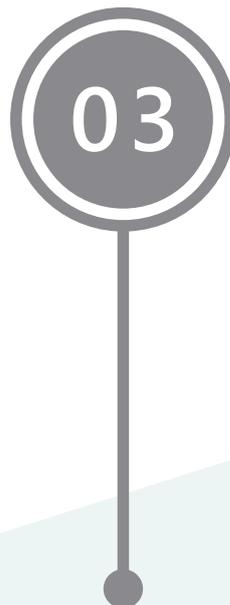


stage two

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.

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

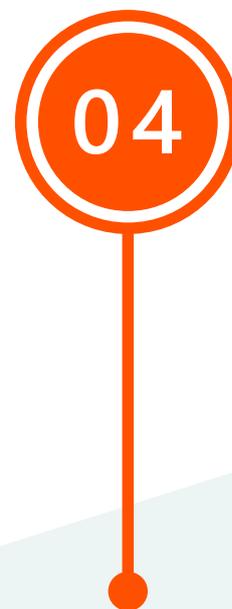


stage three

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.



stage four

Ongoing Review

We keep in regular contact with individuals placed 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.



CONTACT US

Taylor Harrison Limited
Meridian House
A1 Endeavour Place
Coxbridge Business Park
Farnham, Surrey
GU10 5EH UK

T: +44 (0) 1252 723600 W: taylorharrison.com