



Multi-award-winning

# Executive Search

**Covering Health, Social Care,  
Children's Services & Education  
and Life Sciences.**

For the UK & International Investor,  
Advisory Services and Private Business  
Sectors.

# 2020

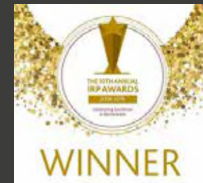


# Awards

We are proud to have won the prestigious accolade of 'Recruiter of the Year' in the **HealthInvestor 2019 and 2017 Awards**, 'Recruiter of the Year' 2019 at the **LaingBuisson Awards**, and 'Back Office Support Team of the Year' at the **IRP Awards 2018**.

Comments included "Compass is immersed in the health and care sector, supports all organisational types, possess specialised industry knowledge and operates to high industry standards; proven ability to fill C-level positions with aspiring talent – should be commended for its sector reach."

HealthInvestor  
Awards 2017  
**WINNER**  
Recruiter of the year



HealthInvestor  
Awards 2019  
**WINNER**  
Recruiter of the year

LaingBuisson  
Awards  
2019  
Recruiter  
**WINNER**



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*Compass Executives really delivered for us in our search for a new CEO for the NFA Group, going above and beyond in developing a deep understanding of the business and our requirements, and in only presenting candidates that closely met these. They have a granular knowledge of the sector and because of the way in which they work, we were fully involved throughout and achieved a great result. A really excellent search – thank you.*

Douglas Quinn,  
Chairman, NFA Group

*Our recent work with Compass Executives was exceptional. The search was perfectly organised, response times were swift, and due to their market knowledge and network, we quickly found our ideal candidate.*

Christopher Schoen,  
Member of Group Executive, Schoen Clinic



# Who Are We?

Compass Executives are a multi-award-winning specialist executive search consultancy for the independent health, social care, children's services and education, and Life Sciences sectors. We partner with UK & International Investors, Advisory and Private Business organisations in delivering business critical leadership personnel that drive companies forward.
















Working exclusively in health, social care, children's services and education and Life Sciences ensures we truly understand the ever-changing sector landscape. Alongside an unrivalled network, we hold up-to-date market intelligence, knowledge of mergers & acquisitions and current government legislation. We have deliberately placed ourselves within our specialism in order to develop and maintain the strongest relationships in healthcare.

Our clients rely on us to guide them through complex periods of growth and transformation, delivering on appointments from Chair and CXO through to senior management. To secure the best talent, transparency is key – and our processes are based on a collaborative approach working in partnership with candidates and clients alike to add value to the sector in both the short and long term.



# Recent Investor Clients

|                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                        |                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>2018</p> <p><b>Chief Operating Officer,</b><br/>Homecare</p>                                                                                                                                                                                                                                                         |  <p>2018</p> <p><b>Chief Executive Officer,</b><br/>Children's Services (Fostering)</p>                                                             |  <p>2019</p> <p><b>Chief Executive Officer,</b><br/>Elderly Care</p> |
|  <p>2020</p> <p><b>Investment Director</b></p>                                                                                                                                                                                                                                                                           |  <p>2018</p> <p><b>Chief Operating Officer,</b><br/>Luxury Elderly Care</p>                                                                         |  <p>2018</p> <p><b>Chief Executive Officer,</b><br/>Elderly Care</p> |
|  <p>2018</p> <p><b>Chief Operating Officer,</b><br/>Elderly Care</p>                                                                                                                                                                                                                                                   |  <p>2020</p> <p><b>UK Chief Executive Officer,</b><br/>Private Acute Hospitals</p>                                                                |  <p>2020</p> <p><b>Chair, Adult Social Care</b></p>                |
|  <p>2019</p> <p><b>Development Director, 6* Luxury Care</b><br/><b>Marketing Director, 6* Luxury Care</b><br/><b>HR Director, 6* Luxury Care</b></p>                                                                                                                                                                   |  <p>2020</p> <p><b>Chief Executive Officer, Cosmetics</b><br/><b>M&amp;A Director, Cosmetics</b><br/><b>Chief Executive Officer, Homecare</b></p> |                                                                                                                                                         |
|  <p>2020</p> <p><b>Chair, Private Acute Hospitals</b><br/><b>Chief Executive Officer, Housing &amp; Retirement</b><br/><b>Chief Executive Officer, Children's Services (Specialist Education)</b><br/><b>Chief Financial Officer, Private Acute Hospital</b><br/><b>Finance Director, Housing &amp; Retirement</b></p> |  <p>2020</p> <p><b>Non-Executive Director,</b><br/>Adult Social Care<br/><b>Chief Executive Officer,</b><br/>Adult Social Care</p>                |                                                                                                                                                         |



# What Do We Do?

## EXECUTIVE SEARCH

We recognise that the key to a successful appointment is a true understanding of our client's business needs and expectations. We invest time to ensure we truly understand challenges, drivers and strategy before we commence any assignment.

Our dedicated research team is responsible for rigorous market analysis and detailed candidate profiling to test and scrutinise candidates' experience, competence and cultural fit according to each specific brief.

At Compass Executives we pride ourselves on unparalleled sector specific knowledge and the speed and accuracy such insight brings. We operate an open and transparent search process in partnership with our clients, with weekly 'progress update reports' and an 'always available' approach.

## TALENT SPOTTING SERVICES

Compass Executives has a unique advantage over its competitors as we have access to the data and personnel of tomorrow's leaders. Our sister company, Compass Associates, is the UK leader in providing entry-level and middle management permanent staff to the independent sector. This knowledge ensures Compass Executives are ideally placed to reach both existing and next generation talent.

## CLIENT PROFILES

### Investor Community;

- UK & European PE
- International Investors
- US REITs
- Infrastructure Funds
- Boutique Investment Houses
- Joint Ventures

### Privately Owned;

- Personal Wealth
- Private Investment

### Health Advisory & Consulting;

- Strategy Consulting
- Management Consulting
- M&A & Financial Services

## EXPERTISE

- Chair / NED
- CXO
- Operations
- Finance & Commercial
- HR
- Strategy & Development
- Quality

## ADVISORY SERVICES AND ASSESSMENT

As part of our Assessment and Advisory Services offering we are proud to be partnered with Caroline Rowland of Laidlaw Associates. Clients have the option of utilising Caroline in the following areas:

- **Short list assessments**
- **Psychometric testing**
- **Board and management team assessment**

Reports are clear, in-depth, jargon-free reports, describing strengths and development needs. These give a professional view on how an individual's thinking, leadership and emotional style measure up against world-class benchmarks. Reports also make clear recommendations for hiring, promotion and development purposes.

### Affiliations & Qualifications:

- **MSc in Occupational Psychology – London Guildhall University**
- **MA (hons) Psychology – The University of Edinburgh**
- **Chartered Psychologist (since 2006)**
- **Member of the British Psychological Society and the Division of Occupational Psychology**
- **Registered Psychologist with The Health Professions Council**

Chartered since 2006 Caroline is an occupational psychologist specialising in assessment for selection and development and I have assessed close to 1500 executives from over 40 countries across 5 continents with particular exposure to leaders from FTSE100 & 250 organisations.

Working with a wide variety of clients, most of Caroline's projects have been focused on assessing executive and non-executive individuals as well as other, senior, managers. Sector experience includes FS, PE/Growth Capital/VC, Fund.

### Skills:

Trained in personality questionnaires including the NEO, Decision Styles, the 16PF-5, the OPO-32, the Hogan Inventories, WAVE, MBTI, Andrews Munro, TDI, Firo B, MQ, and the Managerial Styles Questionnaire.

Trained in a range of high-level ability tests.



# Healthcare

## Recent Placements

|                         |                             |
|-------------------------|-----------------------------|
| Chair                   | One Healthcare              |
| UK Managing Director    | Schoen Clinic               |
| Chief Executive Officer | The Dermatology Partnership |
| Chief Operating Officer | Virgin Care                 |
| Chief Financial Officer | One Healthcare              |
| Finance Director        | Evodental                   |
| M&A Director            | The Dermatology Partnership |
| Medical Director        | Optegra                     |

According to data supplied by LaingBuisson, the Private Sector accounts for 47.2% of the value of the £191.7bn UK Healthcare industry spend – with the number of major Private Equity backed transactions reaching a new high of 25 deals in 2018, compared with 8 in 2015. Over the past two Financial Years, the independent Healthcare industry accounts for 39% of all placements made by Compass Executives.

More recently, Digital Health, Dentistry, Cosmetics and Veterinary have seen increased interest from Private Equity firms, and Compass Executives have been able to advise on some of the most senior appointments in Healthcare.

Some of the sub-sectors we have successfully delivered into:

## Private Acute Hospitals, Digital Health, Primary, Community Care, Dentistry, Cosmetics, Veterinary.

*Our recent work with Compass Executives was exceptional. The search was perfectly organised, response times were swift, and due to their market knowledge and network, we quickly found our ideal candidate.*

Christopher Schoen,  
Member of Group Executive, Schoen Clinic

*I worked with Kieran on the search for a new CFO at One Healthcare and found him a joy to work with. He was highly professional, efficient and had a great understanding of the market and the key players and individuals we could potentially attract.*

*All the candidates were well briefed and came with a good understanding of One Healthcare and the challenges we faced.*

Richard Evans,  
Former Chief Executive Officer, One Healthcare



### Schoen Clinic Case Study UK Managing Director

Ownership: Private Equity Backed  
Specialism: Private Acute Hospitals  
Founded: 1985  
Turnover: €800m+

#### REASON AND PURPOSE

As part of a major growth strategy in the UK, the board of Schoen Clinic sought a Managing Director for their UK Operations. As the number one leadership position in the UK, this was deemed an absolutely critical hire for the group.

#### WHY COMPASS EXECUTIVES?

Schoen approached Compass Executives off the back of reading of our successful work within this market. Given the specificity of the brief, Schoen required a partner with granular knowledge of the sector. We were able to evidence this alongside a network of individuals who possessed their desired expertise.



### One Healthcare Case Study Chair & Chief Financial Officer (Interim and Permanent)

Ownership: Octopus Healthcare | UK PE  
Specialism: Private Acute  
Founded: 2014  
Turnover: £0 - £50m

#### REASON AND PURPOSE

A CFO was required to build on the organisations success and implement strong, financial foundations from which the business could continue to expand from. Additionally, the organisation sought a CFO who could partner the CEO in executing the growth strategy.

#### WHY COMPASS EXECUTIVES?

A strong track record specifically in the private acute sector and private equity in healthcare was highly desirable, along with an evident vast network and no-failure track record.

# Social Care

## Recent Placements

|                         |                                |
|-------------------------|--------------------------------|
| Chair                   | Achieve Together               |
| Chief Executive Officer | Rangeford Holdings             |
| Chief Executive Officer | National Care Group            |
| Chief Executive Officer | Sussex Healthcare              |
| Chief Executive Officer | Oakland Primecare              |
| Chief Operating Officer | Care Concern Group             |
| Chief Operating Officer | Helping Hands                  |
| Chief Financial Officer | Foundation Investment Partners |

### Compass Executives has a market-leading track record of delivering at the highest level for the independent Social Care sector.

Since inception, we have been the go-to executive search firm for providing Board-level talent, owing to our unparalleled knowledge, dedicated expertise, and presence at the leading industry events both as contributors and attendees.

In the last two years, 50% of the Private Sector Practice's placements are recorded within the Social Care industries, and data from the ONS and LaingBuisson estimate this sector is worth more than £34bn (LaingBuisson, Healthcare Markets Review, 2019).

Some of the sub-sectors we have successfully delivered into:

## Elderly Care, Adult Social Care, Supported Living / Residential Services, Mental Health, Housing & Retirement, Homecare.

*This was a challenging assignment, two established businesses merging and a new CEO appointed. Compass Executives listened carefully to our thoughts, provided insight and constructive challenge to our requirements, then worked with us collaboratively to find the best candidates.*

Malcolm Brown,  
Head of Asset Management, Europe – AMP Capital



### Achieve Together Case Study Chair

Ownership: AMP Capital – Global Investment Manager  
 Specialism: Learning Disabilities, Autism and Associated Complex Needs  
 Founded: 2018 (formerly Regard and CMG)  
 Turnover: £200 - £250m

#### REASON AND PURPOSE

Compass Executives were assigned by AMP to source a sector leading Chair who had pedigree, capability and a track record within the social care arena. Critical to the assignment was ensuring that the prospective Chair had attributes that complimented a newly appointed CEO of the combined assets.

#### WHY COMPASS EXECUTIVES?

Compass Executives were hired for our significant "in-sector" track record and were mandated to undertake a rapid-fire diagnostic of the sector's executive leaders before undertaking an engagement exercise to source the most relevant and high calibre options.



### Rangeford Holdings Case Study Chief Executive Officer & Finance Director

Ownership: Octopus Healthcare / PE Backed  
 Specialism: Retirement Living  
 Founded: 2014  
 Turnover: £0 - £50m

#### REASON AND PURPOSE

Octopus Healthcare have employed an ambitious 5 year growth strategy for Rangeford, and as a result were looking to appoint an executive search organisation with the market knowledge and reach to secure two key Board members, as well support and advise on best practice and suitability for business and investment requirements.

#### WHY COMPASS EXECUTIVES?

Compass Executives evidenced success in the key objectives (industry knowledge; UK-wide reach; and the capacity to understand the brief) alongside a track record of placing top talent into leadership roles, coupled with providing expert advice in terms of framing the roles and positioning the opportunity to attract the highest quality candidates.

# Children's Services & Education

**Compass Executives have supported investors in some of the most significant appointments within the private Children's Services space over recent years, whether it be in care, education or support services.**

This is an exciting and constantly moving market that offers opportunities within both the UK and further afield. These sectors often offer high market entry barriers with opportunities to consolidate fragmented spaces where quality and outcomes reflect tangible value.

LaingBuisson estimate that the market for social care services for children and young people and special education services in the UK were worth a combined £15.4 billion in 2018, with children's homes, foster care, adoption services, safeguarding, leaving care, and other children's services contributing £10.8 billion and special schools and colleges an additional £4.6 billion.

Some of the sub-sectors we have successfully delivered into:

## Children's Residential, Fostering, Nurseries, Education; (K12 / Higher Education, Specialist, Tutoring, Pathways)



*Luke is an asset to any health education or social care business. Thoughtful, insightful, thorough, discrete and considered. He works as a genuine partner to the team and has helped build a very strong team at Aurora and One Healthcare. He has my complete trust and would heartily recommend him. At Aurora we have transformed the group, improved the organisation and quadrupled our performance in a year. Luke's a big part of that success.*

Shay Ramalingham,  
Investment Director – Octopus Healthcare, and Chairman – Aurora Care

### Recent Placements

|                            |                          |
|----------------------------|--------------------------|
| Chair                      | Patron Capital Portfolio |
| Non-Executive Director     | CareTech                 |
| Chief Executive Officer    | NFA Group                |
| Chief Executive Officer    | Aurora Care              |
| Interim Chief M&A Director | CareTech                 |
| Chief Operating Officer    | Orbis-Group              |



### NFA Group Case Study Chief Executive Officer

**Ownership:** Stirling Square Capital Partners  
European Investment House

**Specialism:** Children's Services (Fostering, Residential and Education)

**Founded:** 1995

**Turnover:** £250-300m

### REASON AND PURPOSE

The previous CEO, after 10 years of successful growth would be moving into a NED position within the group. The ideal candidate would have experience of running a multisite consumer facing business. They would have previous PE exposure, display a track record of driving improvement within an organisation of similar complexity and possess all the interpersonal skills and gravitas required to lead a business of such scale.

### WHY COMPASS EXECUTIVES?

A search partner with a "no failure" track record who could also demonstrate capability and knowledge to reach all corners of highly regulated industries. Evidencing a history of success that referenced well was pivotal to Compass Executives being mandated.



### Aurora Care Case Study Interim Chief Executive Officer

**Ownership:** Octopus Healthcare  
**Specialism:** Children's Services & Education

**Founded:** 2016

**Turnover:** £0-50m

### REASON AND PURPOSE

The Aurora Group is an innovative provider of education and care for children, young people and adults with special needs, established in 2016 with funding from Octopus Healthcare.

Compass Executives were appointed to lead on the selection of an Interim CEO, while running a concurrent search for the permanent Chief Executive.

### WHY COMPASS EXECUTIVES?

Octopus Healthcare chose to partner with Compass Executives due to market currency, extensive children's sector appointment track record and long standing relationship of delivering at the highest level.

# Life Sciences

## Recent Placements

Chief Medical Officer  
 Global Medical Director  
 Senior Director Medical Affairs  
 VP Medical Affairs  
 Country Head of Medical Functions  
 Global Head of Oncology Development

Neuromuscular Junction (Gene Therapy) - USA  
 Vaccines - Switzerland  
 Blood Transfusion – USA  
 Urology - USA  
 Germany  
 France

The Life Sciences Practice is dedicated solely to the global Life Sciences industry, and can evidence success at the highest level across multiple geographic territories.

Our heritage is driven by a modern vision: we are committed to delivering outstanding leadership, making a significant impact on scientific and medical progress; and our ultimate outcome objective is to add value to our clients who in turn help improve patients' lives.

We use our global network to work across boundaries and disciplines to build outstanding leadership teams. We also work extensively with the global Investor Community, hiring for their own teams as well as building the boards and executive leadership teams of their portfolio companies.

Some of the sub-sectors we have successfully delivered into:

## Pharmaceuticals, Biotechnology, Medical Devices, Diagnostics, CRO, Services Sectors.

*I have found Sam Faulkner at Compass Executives to be a professional, personable and customer centric business partner. Sam 's approach is to seek to understand and challenge a client's needs assumptions to deliver the most innovative and value added candidates. With regular touch points, Sam successfully engages his stakeholders on the journey to deliver a positive experience and outcome for all involved.*

Sharon Curran,  
 Non-Executive Director and Board Advisor

*Sam's style and personality were the perfect match with difficult-to-fill scientific and medical positions, whether leadership or technical orientation. Sam recruited over time all new members of the Medical Communications organisation, and also headhunted for key positions in the niche area of Vaccines. Unlike many in this business, Sam has two abilities that his clients need: the ability to listen, and the ability to learn. And that's priceless.*

Tomas Chlebord,  
 Talent Acquisition Partner,  
 Takeda Pharmaceuticals International AIG



### AmplO Biotechnology Case Study Chief Medical Officer Neuromuscular Junction (Gene Therapy)

Ownership: Venture Capital backed  
 Specialism: Niche Biotech specialising in Adeno-Associated Viral (AAV) therapies  
 Founded: 2019

#### REASON AND PURPOSE

AmplO Biotechnology is a newly formed Adeno-Associated Virus (AAV) company for congenital myasthenia syndrome (CMS) and general myasthenia. Compass Executives have recently appointed a CMO to begin critical work on AmplO's first preclinical project (AAV9-DOK7).

#### OUTCOME

Initially approached to provide salary benchmarking consultation, Compass Executives ran a concurrent process in conjunction whereby three suitable profiles were identified and presented to AmplO Biotechnology. Of the three, one candidate stood-out and was on-boarded in a Consulting basis with a view of being made permanent after 3 months.



### Takeda Pharmaceuticals International AIG Case Study Global Medical Director Vaccines

Ownership: Nippon Life  
 Specialism: Global Biopharmaceutical company specialising in Oncology, GI, Vaccines & Neurology  
 Founded: 1781  
 Turnover: 849.1 billion yen

#### REASON AND PURPOSE

A Global Medical Director (GMD) was required to build upon the companies vaccines portfolio (Dengue, Zika and Norovirus), acting as the Chief Medic throughout EUCAN and overseeing all development and medical affairs activities within the Global Vaccines Business Unit (GVBU).

#### OUTCOME

A full Executive Search process was undertaken mapping and targeting all Medical Director's in Europe with vaccines experience. A long-list of 150 suitable candidates were approached, which was narrowed down to 5 shortlisted to Takeda, and the hire was subsequently appointed from this short list.



**2018/19 FY**  
**2019/20 FY**  
 April 2018 - March 2020

# Total Placements Results

## TOTAL PLACEMENTS

# 94

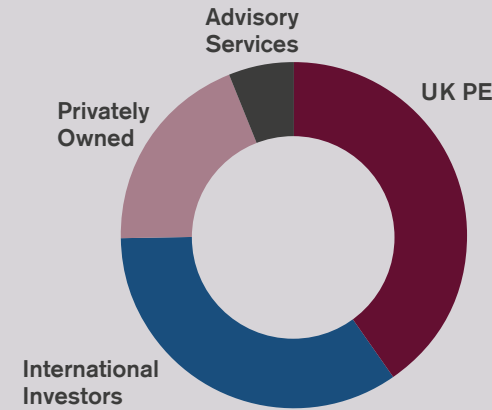
## EXCLUSIVE RETAINED MANDATES FILL RATE

# 93.7%

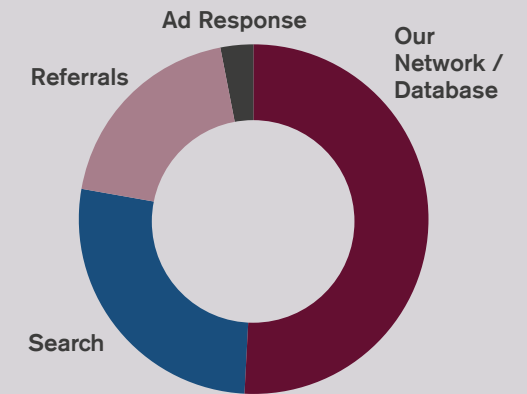
## INDUSTRY

- Adult Social Care
- Advisory Services
- Children's Services and Education
- Cosmetics
- Dentistry
- Digital Health
- Elderly Care
- Homecare
- Housing & Retirement
- Mental Health
- Primary / Community Care
- Private Acute Hospitals
- Veterinary

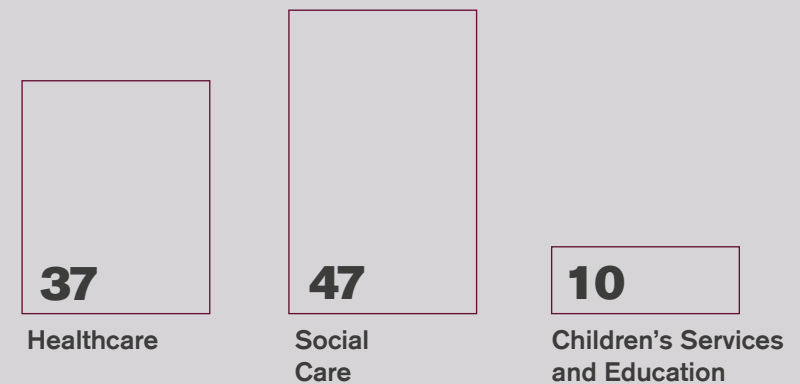
## COMPANY PROFILE



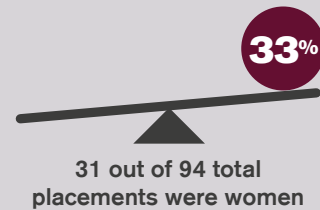
## PLACEMENT SOURCE



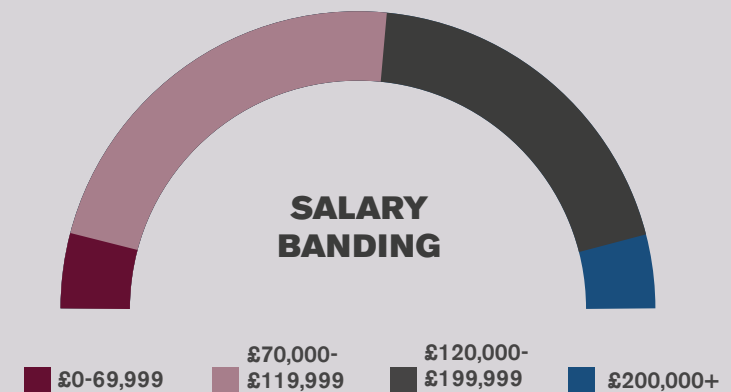
## SECTOR BREAKDOWN



## GENDER BALANCE



## SALARY BANDING



**2018/19 FY**  
**2019/20 FY**  
 April 2018 - March 2020

# Board Level Results

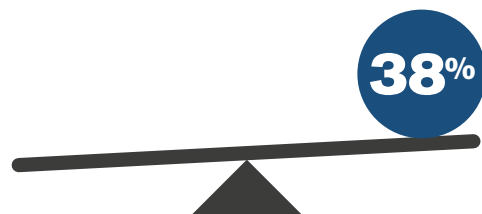
**TOTAL BOARD LEVEL PLACEMENTS**

**47**

**EXCLUSIVE RETAINED MANDATES FILL RATE**

**91.5%**

**WOMEN IN LEADERSHIP**

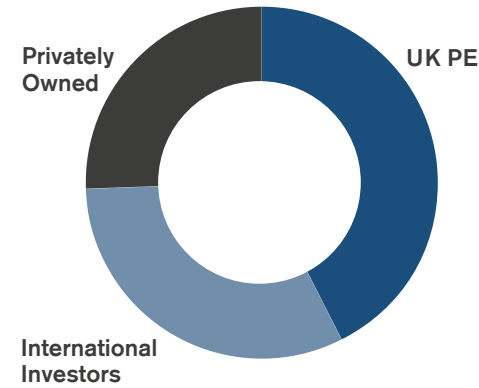


38% of all Board placements were women

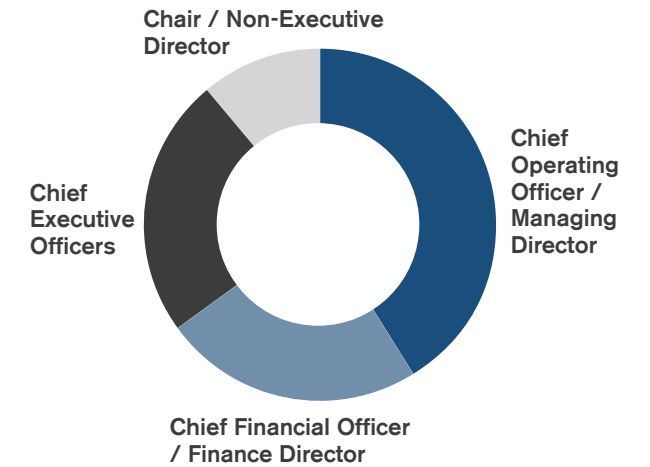
## INDUSTRY

- Adult Social Care
- Advisory Services
- Children's Services and Education
- Cosmetics
- Dentistry
- Elderly Care
- Homecare
- Housing & Retirement
- Mental Health
- Primary / Community Care
- Private Acute Hospitals

## COMPANY PROFILE



## 46 C-SUITE PLACEMENTS



## SECTOR BREAKDOWN





# Our Road To Success

Our history in numbers since forming in 2011. These statistics represent every placement in Compass Executives' Private Sector Practice.

## TOTAL PLACEMENTS

# 239

98

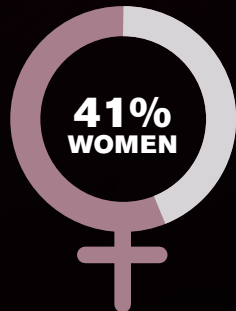
Healthcare

100

Social Care

41

Children's Services and Education



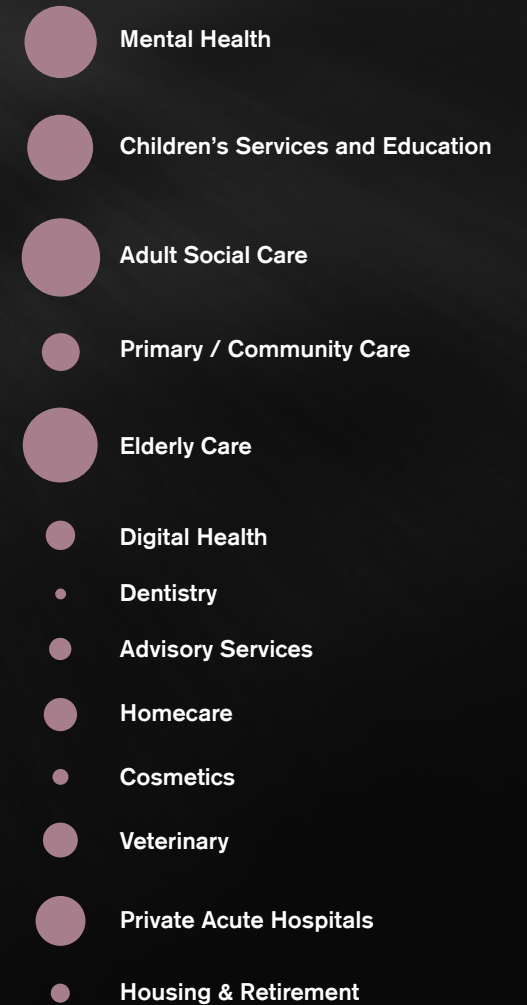
## COMPANY PROFILE



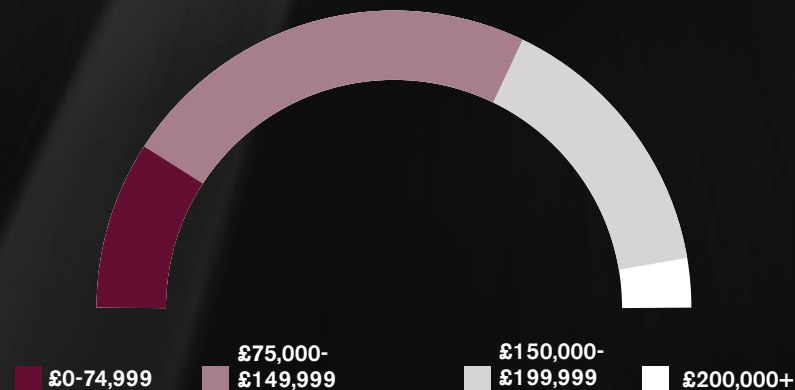
## EXPERTISE



## INDUSTRY



## SALARY BANDING



\* Including non-executive directorships

# Why We Are Different



## KNOWLEDGE

Absolute industry specialists - we only work assignments from the independent health, social care and education spaces.

We have unparalleled access to "emerging sector talent" via our sister company Compass Associates – the largest contingent recruiter within the UK independent health care & social care space.



## CURRENCY

Compass Executives are visible and well networked, attending all leading events, seminars and conferences, ensuring we are fully immersed within our market space and the leaders within it.

Sector specialism enables us to utilise market knowledge when advising clients as to what profile fits the remit in question.



## SPEED

With a database of over 100,000 sector specific personnel we boast industry-best access to top talent quicker than our competitors.

With the largest staff base amongst our competitors for permanent recruitment we can deploy resource, share knowledge and facilitate our client's needs when time is at a premium.



## MISSION

Our mission is to provide a modern, dynamic service which incorporates the following:

The highest industry standards.

A robust process with sector leading assessment.

The most precise and appropriate outcome that adds value to our clients.



## VISION

Our vision is to be the industry's first thought when choosing an executive search consultancy to partner with.



## VALUES

Our values are the cornerstone of our success. We share commercially sensitive information that demands exceptional standards of integrity and discretion at all times. Our clients and candidates will always receive a professional, collaborative and tailored approach.



*Compass Executives were extensively networked, evidenced a track record at the highest level, had a rigorous, consultative and challenging approach – all key to a successful process. We look forward to working with them again.*

Liz Jones, Partner, Livingbridge

*With some international experience in dealing with executive recruitment professionals I can honestly recommend Luke for his above and beyond approach based on a process I recently shared with him as a candidate. Luke was always true to word - commitments to keep me informed were always delivered on and I found his direct and honest style of communication both professional but also informed and collegial. Luke in my opinion is a rarity. I would recommend Luke to both employers and candidates.*

Stephen Smith, Managing Director, Virgin Care

*At each stage of the process, Compass Executives were professional, honest and highly communicative. I found them to be a highly professional executive search organisation that understands the healthcare space intimately, which means when you talk to them, they truly understand the candidate aspirations and skills and can match to the relevant assignment. I would recommend them without hesitation.*

Howard Nankivell, Chief Executive Officer, Rangeford Holdings



# Our Process

## 1 CLIENT MEETING

Build a true understanding of your organisation, employees, culture, challenges and business strategy.

Compass Executives will listen and learn, not talk and sell.

Remit is key

## 2 ASSIGNMENT SPECIFICATION

Creation and sign-off of assignment specification illustrating we fully understand your requirements.

Development of comprehensive candidate brief.

Detail critical

## 3 TARGET RESEARCH

In depth, confidential market research positioned around assignment requirements.

Collation and sign-off on target list parameters.

No stone left unturned

## 4 EXECUTIVE SEARCH

Market overview and talent identification

Tailored, discreet approach with weekly progress updates with client.

Constant visibility of shortlist process dates provided to candidates to ensure swift assignment progress.

## 5 CLIENT INTERVIEWS

Meetings arranged in a timely manner.

## 6 SHORTLIST

Candidate shortlist (typically 4-6 individuals) delivered within agreed timescale.

CV, interview report and candidate data (salary expectations, notice period etc.) submitted for each individual attached with proficiency and capability assessment.

Blend of options presented

## 7 INTERVIEW AND ASSESSMENT

Professional competency and behavioural based interviews.

Use of leading 'people assessment tools' to review behaviours, aptitudes and emotional intelligence.

We meet all relevant candidates

## 8 LONG LIST

Confirmation of appropriate candidates sourced.

Confirmation of interview format, testing, competency questions and candidate evaluation.

## 9 PLACEMENT

Consultation, support and advice throughout from verbal offer to employment start.

Contract negotiations, counter offers, closing.

Offer management pre-close is imperative

## 10 PLACEMENT WARRANTY

We take pride in the work we do and support every placement with a warranty.

*Compass Executives provided valuable insight into the healthcare sector and candidate profiles we might attract, and were able to run an accelerated process during the search. We achieved an excellent result, and would highly recommend them.*

Tom Billings, Founding Director, Brightstar Capital

# Meet The Team



**Sam Faulkner**  
Head of Practice:  
Global Life Sciences  
0044 7487 671085  
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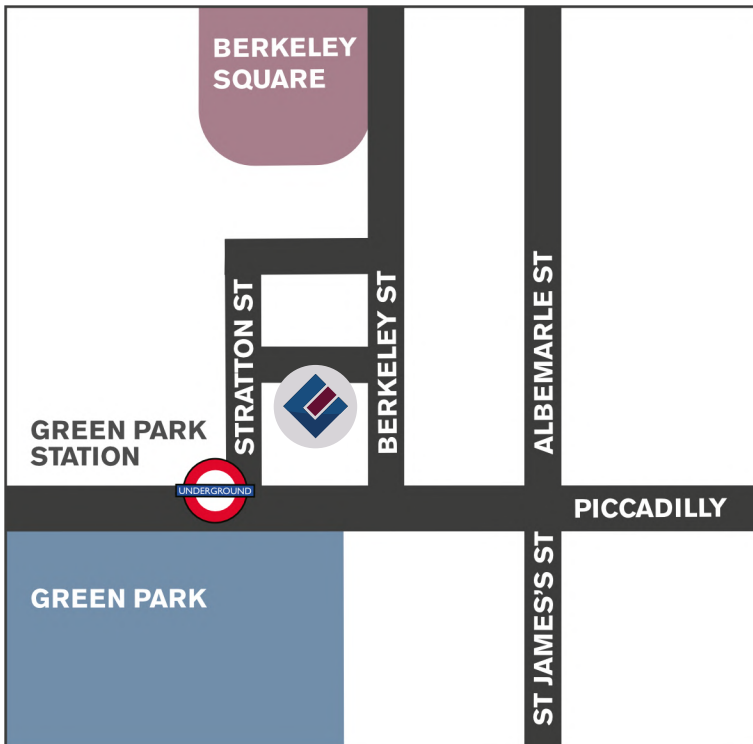


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