

## Executive Search Senior Researcher

### The Company

Cripps Sears & Partners Limited ([www.crippssears.com](http://www.crippssears.com)) is a well-established, profitable, London based, boutique executive search, assessment, and leadership advisory firm, focused on serving publicly quoted, privately owned and PE backed organisations in the global Industrial, Technology and Digital Transformation markets including:

- Board, CEO & CFO
- Renewables & CleanTech
- Infrastructure
- Transportation
- Manufactured goods & services
- Aerospace & Defence
- TMT
- Digital Transformation
- Metals & Mining
- Ports
- Oil & Gas
- Aerospace & Defence
- Chemicals
- Agriculture

Established in 1973 by Mike Cripps, the business developed a reputation for high quality search and advisory services which culminated, on Mike's retirement, in a successful Management Buy-Out in 2018 by the Partners.

Currently based in the City of London, with affiliates in Houston, Lagos, Dubai and Paris, the business employs 19 people and is already taking advantage of the post-Covid economic rebound with revenues expected to double within the next 5 years after a strong 21/22.

Under new ownership, the business has changed pace, added fresh faces to a high-quality team and developed the core search service by adding several complimentary C-Suite Advisory services such as Remuneration Consulting, Executive Assessment, Board Assessment, Coaching & Mentoring and Leadership Development that aim to solve Human Capital issues for clients all over the world. We are seeking to expand into new international offices and are moving our Head Office to Mayfair in 2023. These are exciting times for the business.

As a result of our growth trajectory, we are seeking a Senior Researcher to join our team.

### **Research Role & Responsibilities**

The purpose of the role is to:

- Support Directors and Consultants (and by extension, the client) in the delivery of executive search assignments
- Project manage the stages of the search process to always ensure the highest quality execution and client management
- Lead the identification, qualification, and communication with candidates during the search and inform the Directors & Consultants on progress
- Capture and maintain accurate market, client, and candidate information on the company's systems (Invenias database) to both facilitate the search process and help convert business development opportunities

- Inform the engagement team of any potential business development opportunities identified through the execution of the search process and support the appropriate Director/Consultant in its conversion.
- Play a key role in supporting practices to grow and actively develop and share market knowledge
- Play a role in the improvement of Cripps Sears from a knowledge and process standpoint
- Be actively involved in the development of trainees and researchers
- Play a key role in helping the Directors to develop business opportunities

Specifically, you will:

#### *Search strategy and process*

- Participate / play a leading role in developing search strategies, candidate competencies, role specs and source lists
- Manage search timelines
- Input into practice business development strategies, including yearly and half yearly strategy reports and overviews

#### *Candidate interaction*

- Take full responsibility on a search-by-search basis for mapping the market, sourcing, and approaching, profiling candidates, and preparing appropriate reports
- Attend and conduct interviews, both for specific searches and speculatively
- Liaise with, and advise candidates throughout the search process
- Take formal and informal references on behalf of Directors / Consultants
- Develop on-going relationships with 'high flying' candidates

#### *Client interaction*

- Preparation of, and participation in, pitches
- Business development support and participation through existing and new clients, and through involvement in events

#### *Documentation*

- Lead, own, or support the preparation of search strategy documents, candidate reports, client updates, job descriptions, references, and pitch presentations

#### *Building Cripps Sears*

- Input information correctly into the database
- Consistently build knowledge base in a documented and structured manner
- Take an active role in improving internal processes
- Share knowledge with other practices
- Actively input into business development strategies
- Expectation to be involved in cross-practice search activity
- Expectation to support other practices where help is needed

Success will be defined by:

- Exceptional quality of execution of 15-20 projects per annum
- Proactive work style – going above and beyond
- Supporting >10 completions per annum
- Happy clients & candidates
- Being recognised by your colleagues as a role model
- Collaboration and communication across the business

### **Ideal Candidate**

Degree educated, you will already be working with clients in a professional services environment and will be able to demonstrate:

- 5 years+ executive search and / or management consulting experience gained from a reputable firm
- Excellent client service focus
- A collegiate, team-oriented approach to work
- Self-motivation
- High levels of resilience, drive, and urgency
- A commercial mind-set, strategic thinking, and the ability to develop relationships with, and operate at C-Suite level
- Inquisitive and problem-solving abilities
- The desire to excel and put in the effort to succeed
- Experience or interest in the Industrials sector
- Native or fluent level of business English

### **Applications**

Please send your CV and a short covering letter explaining why you are suitable for the role to:

[jeremy@rickmanconsulting.com](mailto:jeremy@rickmanconsulting.com)

Cripps Sears is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.