



Executive search – it's all about who and what we know

Our expert nfp sector knowledge as well as our contacts at the highest level in the commercial sector gives you the reach you need for successful appointment to your top executive roles.

Using our database and networks of contacts our researchers and consultants conduct a detailed search. As well as making direct personal approaches, we make full use of email marketing and professional networking websites.

Protecting your reputation is a crucial consideration so the approaches we make are always professional and discrete. Initial contact is followed up with informal meetings, or in depth telephone discussions, to establish the extent of the personal interest and to begin to assess experience, ability and personality fit with the culture of your organisation.

Our executive search team

Frances Wright heads up our executive search. She brings board level executive assessment, coaching and mentoring experience as an independent consultant, HR Director and Non Executive Director in both the commercial and the public sector. Frances was formerly Group HR Director SHL Group Ltd., the worldwide supplier of people development and assessment tools. She is also on the board of The Devonshire House Management Club – www.devonshirehouse.org – a unique executive networking forum.

In addition, we have a team of researchers and consultants monitoring activity in the sector.

Our executive search strategic partner

Mike Caudrey is Founding Partner of BlueSpark Consulting (www.bluesparkconsulting.com), he extends and enhances our search with his detailed knowledge of the movers and shakers in the nfp sector. Mike is well known for his expertise and his strong focus on the effective management of change and integrating people, processes and technology to tackle the most challenging management issues.

Our executive selection team

In addition to our search credentials, we are experts in executive assessment and selection.

Alison Beesley heads up the executive selection team and is responsible for the development of the job description and selection criteria, the recommended level of remuneration, the competency frameworks, behavioural indicators and the assessment tools to be used. She was formerly Head of HR for the RNIB for ten years and has been made a Fellow of the CIPD in recognition of her executive assessment expertise and her extensive research into the qualities that successful executives demonstrate.

We have available the expertise of a fully qualified and experienced team of assessors and Occupational Psychologists to administer the ability tests, personality profiling and job simulation exercises that can be included in the mix of assessment tools.

Comprehensive support every step of the way

We manage all aspects of the executive recruitment process, including media campaign management if this forms part of the search strategy.

Preliminary interviews ensure that only the best prospects are taken forward to assessment, and we provide your Interview Panel with full support and guidance. We also help you with professional referencing as well as the offer and contract negotiations.



In addition to bespoke job simulation exercise, standard ability tests we offer you access to The Quest Profiler (tm), one of the fastest growing personality questionnaires in the UK today.

Please contact us for more information about our executive search and selection credentials and our fees.

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