

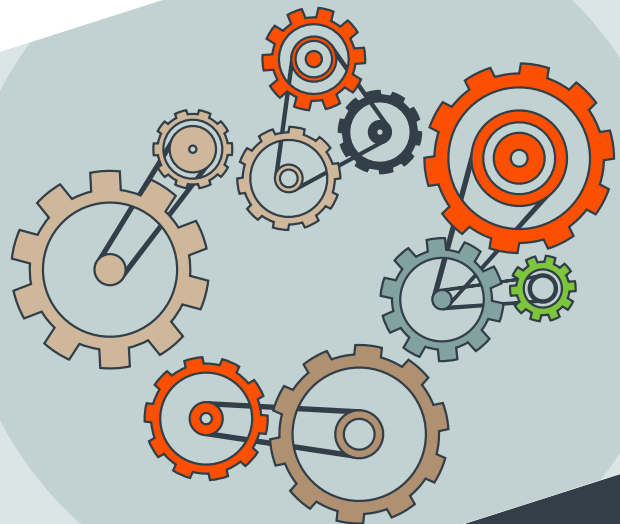
taylor harrison<sup>th</sup>

experts in building  
high performing, diverse  
senior leadership teams  
that enable our clients  
to grow and succeed

## who we are

Taylor Harrison is a trusted executive search firm known for sourcing talented individuals at board and executive level in financial services and select regulated industries. We have worked with a variety of firms over the last 25 years including mid-tier banks, insurers, mutuals, law firms, payments, fintech's, utilities, outsourcers, asset managers, master trusts, professional services, crypto markets and private equity backed start-ups.

Our methodology ensures we uncover many inspirational and innovative leaders with the skills and ability to positively impact a business. With a flexible, nimble, thorough, and honest approach, we have built a reputation as experts in our field. Each assignment we manage is tailored to our clients' specific needs, and we take time to fully understand their business, people, and culture, enabling us to bring forward a shortlist that is strong, both technically and culturally. As a smaller boutique firm, we adapt quickly and easily throughout an assignment, without compromising our performance, appreciating that change happens as our client's business grows and evolves.



enthusiastic

# the team

As a cohesive, well-established team, our aim is to always bring integrity, maturity, transparency and passion to our work, and we believe the experience and knowledge we have gained, both in business and personally, reflect those aspirations.

## kate wright

Kate has been integral in building the Taylor Harrison brand since joining the firm in 2006. Having recruited at senior executive and board level for over 25 years, she brings an open and honest approach and good judgement. With her extensive knowledge of the talent sitting within the financial services sector, she provides deep market insight and measured advice to clients, resulting in informed and considered decision making. This, combined with her ability to operate within, but think beyond a client brief, ensures she brings forward diverse, creative, and inventive results.

A keen cook, Kate loves to relax in the kitchen preparing food for friends and family. She has undertaken several professional cooking courses and has a particular interest in Asian cuisine which she combines with her love of travel.

## ruth almond

Ruth established Taylor Harrison in 1999 and over the last two decades has successfully led and shaped the firm's brand, approach and client footprint. Today, under her leadership, Taylor Harrison's focus is on board and executive hires, having successfully supported over 100 organisations to build high performing teams. On a day-to-day basis, Ruth is very hands-on, consulting effectively with clients and candidates alike, her innovative and entrepreneurial mindset affords her a real commercial edge and she is seen as a trusted partner and pragmatic advisor.

Outside of work, Ruth is a talented dressage rider, regularly competing on the national circuit. Her family, four dogs and too many horses are, she believes, a perfect antidote to a busy working life.

## samantha woolley

Having been with the firm for over 18 years, Sam is a key member of the consulting team, providing logistical, operational management and research support across all assignments. Often the first contact, she is pivotal to the success of the firm and its reputation. With her efficiency and eye for the small details, she drives continuous improvement in Taylor Harrison's day-to-day affairs. Sam has an approachable, professional, and meticulous manner that is highly valued and regularly commented on by candidates and clients. At home, Sam is an avid reader with a passion for literature and is currently studying for a degree in English. She also loves spending time with the family and Lucy her dog. When she's not chauffeuring her teenage son to various sporting activities, she enjoys the outdoors and is a keen runner.



together

# what we do

Our ethos is one of partnership – to always adopt a personal approach and offer the care and focus that both our candidates and clients deserve.

## executive search

Executive search is a proactive hiring method used to source senior talent and seek out the perfect match for both a role and an organisation. A senior leadership team needs to consist of the best possible people however, the best people are rarely 'looking for a job'. Making use of our network and contact base, combined with targeted research, we are able to access a wider talent pool and bring these otherwise inaccessible candidates into consideration. It is particularly appropriate for the more challenging senior roles, or if the need is especially niche where the combination of technical capability, expertise and character is often scarce and difficult to attract.

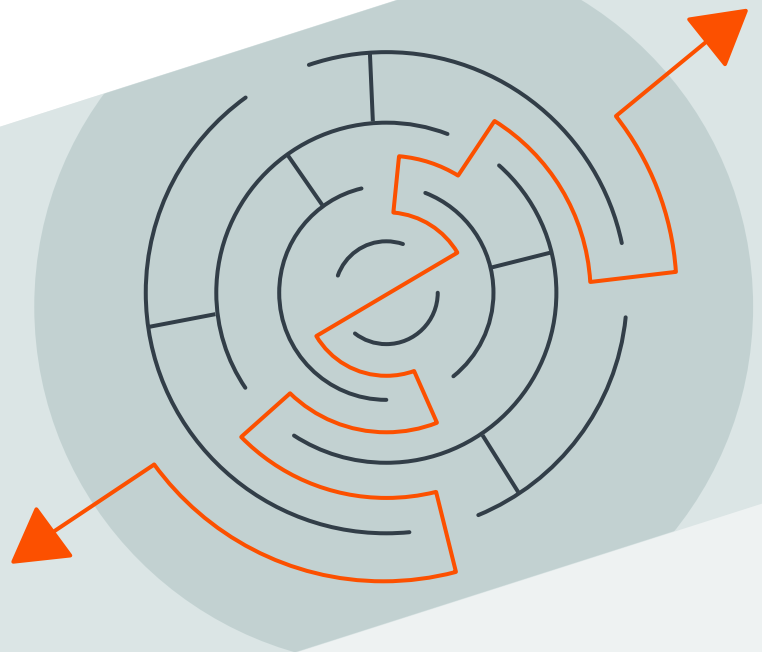
## board appointments

The expectations placed on today's boards is ever increasing. The need to attract the best board director from the market, with the breadth of experience and ability to flex and contribute outside of their own discipline, is crucial to board diversity. We take time to understand the dynamics of our clients' boards, enabling us to seek out leading talent from our extensive network and contact base – from those wishing to secure their first non-executive appointment, to the more seasoned professionals wishing to add to an existing portfolio.

## interim practice

We have an active network of senior interim managers able to work on fixed term contracts for clients undergoing significant change and transformation, or requiring expert help with specific projects, or needing immediate resource whilst an executive search mandate 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 requirement.

authoritative



**Below is a selection of recently completed mandates evidencing our capability:**

**Board**

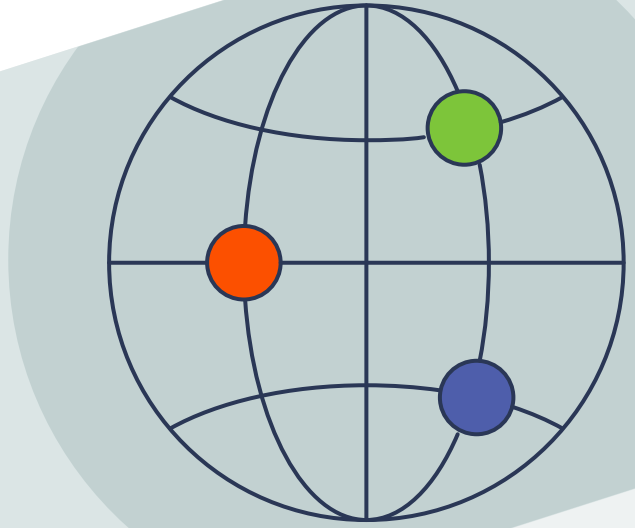
Chairperson/Non-Executive Director/Chair of the Risk Committee/Chair of Audit/  
Chair of Nominations/Chair of Remco/Senior Independent Director/  
Shareholder Representative/Trustee

**C-Suite**

Chief Executive Officer/Chief Risk Officer/Chief Compliance Officer/Chief Financial Officer/  
Group Chief Legal and Risk Officer/Chief Legal Officer/Chief Commercial Officer/  
Chief Internal Auditor/Chief Operating Officer/General Counsel/Chief People Officer

**C-Suite -1**

Audit Director/Director of Credit/Director of Enterprise-Wide Risk and Prudential Risk/  
Director of Financial Crime and MLRO/Director Portfolio Risk/Lending Officer/  
Director of Operational Risk/Finance Director/Head of Cyber Security/Director FP&A/  
Director of Compliance Monitoring/Head of Operations/Director Regulatory Reporting/  
Director, Intermediary Sales/Head of Capital Management/Customer Services Director/  
Director Credit Risk & Analytics/Director of Infosec/Head of Business Recoveries/Head of Legal



**We have primarily worked within financial services and a handful of regulated industries, as outlined below:**

**Financial Services**

The financial services landscape has shifted dramatically in recent years. Today it is broader and more dynamic, influenced by changing consumer habits, technology, AI and customer data/intelligence, requiring an innovative and everchanging approach to sourcing talent. Sectors served have included: mid-tier banks; insurers; mutuals; asset managers; payments; fintech's; master trusts; crypto markets; private equity backed start-ups; outsourcers and professional services firms.

**Regulated Markets**

Due to our experience and extensive network, we understand how the world of regulation operates and have significantly broadened our offering to many regulated firms that sit outside of financial services.

# how we work

With decades of search experience, we know how to drive a high-quality and intelligent process that makes a difference for our clients. We do not suffer from the corporate restrictions that many of the larger firms deem necessary and therefore have the freedom to adapt our existing methods and be willing to foster new ideas to drive the best strategy for our clients.

## **Briefing**

We invest time to really understand what a client needs in terms of the candidate profile, and to learn about the client's business, future plans, values and culture. Having a full and comprehensive briefing enables us to both represent the client effectively in the external market, and assess the skills and cultural fit required when discussing the role with potential candidates. Following this meeting, we develop a customised information pack as a support document to candidate discussions.

## **Strategy and Approach**

No search is the same, every client has a unique set of requirements, therefore, a bespoke strategy is developed for each assignment. We explore the market and key individuals in line with the brief taken, and identify and research target organisations. With the entire team investing in the assignment, we can refer from each other's extensive network. Contact is made with potential candidates before a rigorous structured interview is conducted with individuals of interest, allowing us to confidently predict if the applicant is a potential fit for both the client and the position.

## **Reporting and Ongoing Communication**

Underpinning all our activity, we hold regular update calls and produce detailed reports to ensure all key stakeholders are clear on progress. With a commitment to frequent communication, we have a 'no surprise policy', and guarantee all parties expectations are managed.

## **Shortlist**

The shortlist is a key critical stage in the overall process. Our responsibility is to present candidates from a range of backgrounds, to give our clients access to a wide variety of viewpoints, life experiences and perspectives. Based on our research and assessment, we will present the most qualified and suitable candidates, with much emphasis placed on the development of a diverse and inclusive candidate shortlist. A shortlist meeting is held where we discuss in detail each candidate's technical expertise, cultural fit, leadership capability, areas for development, motivations, and ambitions.

## **Interview, On-Boarding and Ongoing Review**

We manage the interview process to ensure a smooth, timely and enjoyable experience in line with our candidate charter. We sustain momentum, gain reaction, and ensure that all parties receive feedback throughout. Acting as an intermediary in reward package negotiations, we firmly believe that effective on-boarding for senior hires begins at the offer stage. Following a successful hire, we keep in regular contact with the chosen candidate to ensure all is on track and manage any potential issues that may arise.



## CONTACT US

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