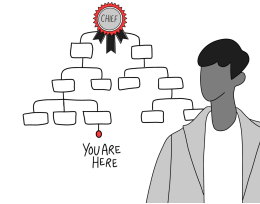


The Ultimate 'Others' Headhunter List – May 2024

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The update ultimate CMO headhunter list was released in April 2024. In the production of this list, other headhunters were discovered by the panel in finance, life science, and energy. Their details are not comprehensive and not audited so thoroughly, but hopefully still useful.

As per the advice given on the ultimate CMO list, if you are looking for a role in any of these sectors it is worth investing time into building a network and nurturing these connections long term. You have a career ahead of you, which you'll have some control over, but not as much as you may hope. C-suite tenure can be short and executives at this level can be exited 3 times¹ when they aren't expecting it. Investing time and energy in having a large, warm network helps give you more control, so you'll not only hear about exciting roles as they come up, but also have a network to kick into action when you need it.



A healthy network should have about 50 headhunters. Finding a job is like fishing and the more fishing lines you have out the more chances you have. This does not mean bombing everyone on these lists with a long email, cover letter and CV. You need to think strategically and methodically:

1. Start to follow the headhunters you think are most relevant to you, so you get to understand what sort of projects they are working on and start to gather information to create conversation points in the future.
2. Get yourself fully prepared to engage. This means being very clear on your skills, your career story and what role you are seeking. You need to be memorable and clear - don't be an OTA ('Open to anything').
3. Make sure your CV and LinkedIn profile is up to date and precise, and then make contact via LinkedIn or email with three simple paragraphs: who you are, what you are looking for, and suggest a quick chat. No long prose.
4. Target more junior consultants, associates and researchers at the larger firms and the partners at the boutiques. Partners in the larger firms will be focused on business development and won't have time for you.
5. Don't expect a face to face meeting. Many won't respond and a short 20-30 min video conference call is most common, so you need to be precise and unforgettable.
6. Stay in touch by being helpful, not desperate. This means connecting every 3 months with interesting information that is relevant to them and allows you to informally keep them abreast of your plans. Always help them if they need advice on a brief!

These 6 steps of reaching out effectively to headhunters, plus the headhunter list, is part of wider career management and job-hunting model developed after a year of conversations with headhunters, outplacement firms and 'in-between' candidates. If you want to find out more, please get in touch or go to sideminds.com.



A final piece of advice if you are exiting, please read my article on settlement agreements and early exits. This will help diffuse the taboo around these events and explain what you might get <http://blog.sideminds.com/earlyexits>

Please also look out for The Ultimate NED Headhunter List, The Ultimate Interim Headhunter List and The Ultimate Private Equity List which are all coming soon, plus free webinars about career and job-hunting strategies at Sideminds.com or follow LinkedIn/Sideminds. Good luck!

¹: Settlement Agreement Study 2024 x73 CMOs. Senior marketers refer to tenure >30 years. Data available at blog.sideminds.com/earlyexits



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Finance

Company	UK Employees	Headhunter	Title/Seniority	Business Observations
AMC Executive Search	7	Navin Raina	Managing Director	AMC is an independent executive search firm serving the international Asset Management, Wealth Management and Insurance industries.
Arch	5	Ben Erskine-Hill	Managing Partner	Specialist Executive Search and Advisory Services for firms that are shaping FinTech globally.
Bronzegate	19	Tom Birch	Senior Partner	Elevating private equity backed portfolio companies through exceptional CFO and finance leadership appointments.
Damhurst & Co	12	Meera Joshi	Executive Search	Damhurst & Co is an insurance executive search business
Delta Executive Search	15	Yiannis Demopoulos	Co-founder & Director	Clients include: Bulge Bracket International Investment Banks, Top Tier Local Financial Institutions, Non-Bank Financial Institutions, Blue Chip Corporates, Family Offices and Hedge Funds / Private Equity & Alternative Investment Vehicles.
Dore Partnership	19	Scott Darroch	Executive Search	Global executive search focus on investment management industry.
Eliot Partnership	19	Andrew Elliot	Managing Director	Eliot Partnership is the leading global insurance sector executive search firm.
Hutton Consulting	19	Tom Mardon	Managing Director	Hutton is a global executive search firm specialising in the sourcing of talent, introduction of capital and provision of market intelligence within the alternative investment, proprietary trading, and technology world.
Lutyens Advisory	8	Anna Rolt	Founding Partner	Global executive search firm focused on the family office, asset and wealth management arenas
Maven Search	21	Tom Chambers	Executive Search Principal - Technology Leadership & Board	Specialised in investment banking, global markets, investment management and technology
Nordbridge	6	Jessica Beynon	Managing Director	executive search across the Financial Services industry, working in particular for the Private Equity sector, Family Offices, Hedge Funds, as well as within the Risk Management industry.
Odin Partners	21	Kasra A	EMEA FICC Executive Search	Search Firm focused on delivery to Investment Banking and select Buy Side clients.
Options Group	39	Raveen Shah	Co-Chief Operating Officer	Options Group is a leading global executive search and strategic consulting firm specializing in financial services including capital markets, global markets, alternative investments, hedge funds, private banking/wealth management, and technology.
Paragon Search Partners	12	Fred Conway	Executive Search - Real Assets & Private Markets	Paragon Search Partners is a financial services search firm, specialised in the credit and real asset markets across Europe and North America, with offices in London and New York.
Per Ardua Associates	28	Freddie Montagu	Technology & Digital Officers lead	owner-managed business specialising in recruiting leaders in financial services.
Rice Search Partners	26	Carl Ashdown	Senior Associate	financial services executive search boutique.
Shadowhound Ltd	12	Emma Grob	Global Markets Researcher	focused on the global macro space, by 2014 Shadowhound had expanded into the fields of Risk Management, CSuite, Legal & Compliance
Sheffield Haworth	108	Steve Morrison	Managing Director - Technology Sector	Sheffield Haworth is a global talent consulting firm across the financial, consulting technology and services sectors.
Sheridan Executive	4	Connor Berry	Global Buy-Side Headhunter	partner with financial institutions that are searching for top tier, front office professionals
Skill Capital	26	Fabian Pillay	Managing Director	Skill Capital specializes in finding & assessing board-level management teams for portfolio companies
Sousou Partners	11	Ghada Sousou	CEO	Sousou Partners is an independent and partner-owned executive recruitment and advisory firm specialising in real asset sectors.
Stratum International	11	Nicole McCulloch	Managing Director	Mining Board/Exec Search & Site-Based Leadership and Technical Recruitment, Due Diligence and Management Consulting.
The Omerta Group	55	Guy Blench	Senior Consultant	Executive Search firm serving financial services clients globally
TW Partners	11	Roomina Albaji	Executive Search Specialist	boutique Executive Search firm providing specialised services for leading Investment Funds & Principal Investment teams.



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Life Sciences

Company	UK Employees	Headhunter	Title/Seniority	Business Observations
Bailey Fisher	12	Jake Ryan	Senior Associate	Bailey Fisher Executive Search is an independent executive search firm supporting fast growth technology and life sciences businesses as they hire talent to develop and commercialise game-changing technologies
Cavenagh health	14	Stephanie Murtagh	Co-founder, Director & Practice Lead for Built Environment & Technology	Cavenagh health is a specialist Life Science recruitment partner for innovators.
Compass Executives	19	Paul Spicer	Senior Associate	Search consultancy with a track record of delivery within the Private Equity backed health, social Care, education and life sciences sectors
Coulter Partners	58	Ben Hobbins	Associate Director	Global executive search and leadership development specialists in the Life Sciences, Health and Technology sectors.
Hunter Healthcare	86	Chris Walker	Head of Digital - Private	Hunter are specialists in providing executive talent to the healthcare sector.
LifeSci Search	2	Jennifer Phillips	Senior Associate	life science specialist
Perrett Laver	107	Kinberly Tiley	Global Research Partner & Head of Research	Perrett Laver is a leading global executive search firm advising on leadership for educational, research, healthcare, non-profit and cultural organisations in over 70 countries worldwide.
The RSA Group	24	Caroline Hunt	Executive Search Professional	global executive search firm in Life Sciences and Healthcare
Venari Partners	31	Alex Hyde	Sustainability & Energy Transition	specialists in these industries: Aviation & Aerospace, Life Sciences & Healthcare, Private Equity & Venture Capital, Retail & Consumer Goods, and Travel, Hospitality & Logistics.

Energy+

Company	UK Employees	Headhunter	Title/Seniority	Business Observations
Connexus Global	6	Pete Morters	Head of Power, Gas & Environmental Products	Partner with Commodities, Renewables, Natural Resources & Financial organisations to future-proof their businesses
Cripps Leadership Advisors	35	Lucy Brennan	Principal	We focus across the industrial sectors – Energy, Natural Resources, Transportation, Infrastructure, Financial Services, and Industrial Services.
Douglas Stuart	7	James Usher	Managing Director	Specialists in the energy, infrastructure, supply chain and HSEQ sectors
Falcon Brook	18	Chantel Redemeyer	Founder & Director	Falcon Brook is an executive search consultancy operating across Energy, Commodities, Investment and Wealth Management.
Granger Reis	50	Steve Dragan	Senior Partner & Practice Leader	Digital Infrastructure Energy & Infrastructure Mining & Metals Real Estate Industrial Technologies with functional expertise in Supply Chain, Procurement & Operations
Greco Advisors	13	Matt Heal-Cohen	Co-founder	Greco Advisors was created to build a unified and consistent offering with our Private Equity clients
Principal Search	22	Jonathan Scott	Managing Partner, Director (Oil & Gas, New Energy, Chemicals)	We partner with Commodity Trading Houses, Oil & Gas Majors, Hedge Funds, Utilities, Investment Banks, Private Banks, Sovereign Wealth Funds and Private Equity Firms across EMEA, Asia and the Americas, sourcing the highest levels of talent in trading and related commercial areas.



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Other

Company	UK Employees	Headhunter	Title/Seniority	Business Observations
Ellwood Atfield	27	Jules Shelley	CEO	Recruit the people responsible for delivering an organisation's communications, reputation, change and influence.
Holker Watkin	14	David Alty	Managing Director	Holker Watkin specializes in Strategy and Transformation hiring.
McLean Public	5	Neal Mankey	Partner Health & Social Impact Practice	government, public enterprise, health, Third Sector, innovation and publicly funded commercial entities
Taylor Bennett	14	Kate Hamilton	Partner	Executive search specialists in the world of corporate affairs.
Perrett Laver	107	Kinberly Tiley	Global Research Partner & Head of Research	Perrett Laver is a leading global executive search firm advising on leadership for educational, research, healthcare, non-profit and cultural organisations in over 70 countries worldwide.
Partner Group	12	David Chancellor	Partner	External Comms, Finance and Crisis management
Robert Lindsay Associates	3	Neil Smith	Founder/CEO	Specialising in Broadcast and Hollywood Studio sectors.
Veredus	45	Tom Paylor	Practice Director Energy and Utilities	leader in executive search and selection and interim placements, business psychology, and research and insight, providing recruitment expertise that enables businesses to meet the workplace demands of today and tomorrow.

