

## The Ultimate CMO Headhunter List – April 2024

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The ultimate CMO headhunter list was first released in April 2023 at a time more and more marketers were between jobs. Since then it has helped many marketers network with headhunters, secure roles, and unexpectedly, help create a career management model.

The original report has however become out of date as headhunter's change roles and their firms become more or less active. Headhunter remuneration can be biased to placement commissions, so in a tough market they can move as much as CMOs do. This new version is an up to date and more comprehensive list of C-suite headhunters produced during Q1 2024. My initial re-assessment was supported in detail by Kim Faura and John Woods, and subsequently run past a panel of CMOs including Simon Michaelis, Dawn Spencer, Andrew Geoghegan, Abigail Comber and Vikaas Saxena.

The new list is broken into 4 sections, with the new forth section of headhunters reflecting how some marketing roles are biasing into product and tech:

- Group 1: The biggest, most well-known headhunters who have the most CMO roles
- Group 2: The well-known boutique headhunters, who have some roles
- Group 3: The least well-known or smaller boutiques, with intermittent roles
- Group 4: The headhunters biased more to product and tech

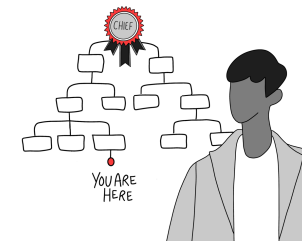


The new list has the number of employees in each business to give a sense of scale, there is also a reference to candidate vs client engagement, a brief summary of their services (from their websites) and a comment from the panel on overall interactivity.

The candidate vs client engagement column reflects the response many candidates feel from their interaction with the different businesses, with the smaller boutiques often fostering far stronger candidate relationships than the big firms. There are practical reasons for this, and it is worth reading on to understand how to optimise your approach.

So how should you use this list?

Chances are you are looking at this list because you are between roles or looking to make a switch. The list will be helpful to you, but don't treat this moment as a one-off event. Investing time now into building a network and nurturing these connections is important for the long term. You have a career ahead of you, which you'll have some control over, but not as much as you may hope. CMOs still have the lowest tenure<sup>1</sup> in the C-suite and on average senior marketers will be exited 3 times<sup>2</sup> 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.



This network ideally needs to be at least 50 headhunters. Of course some of these relationships will be far closer, and I still highly value relationships which started over 30 years ago, but finding a job is like fishing and the more fishing lines you have out the more chances you have. These 'lines' need to be sharp, distinctive and stand-out from everyone else. You are a brand, so you need to think like Byron Sharp<sup>3</sup>.



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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. Look at the list of companies and start to follow the ones 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](http://sideminds.com). Sideminds co-pilots executives in role, in-between roles and as they plan their future career.



A final piece of advice if you are exiting...

If you are on the brink of leaving and possibly not due to your own devices, then read my article on settlement agreements and early exits. This will help diffuse the taboo around these events and explain what you might get based upon the experiences of 73 CMOs <http://blog.sideminds.com/earlyexits>

If this headhunter list is helpful and please share. 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. These as well as wider tips and webinars about career and job-hunting strategies and management will be available at [Sideminds.com](http://Sideminds.com) or follow LinkedIn/Sideminds.

Good luck!

Gareth.Helm@Sideminds.com

<sup>1</sup>: Annual CMO Tenure Studies [Spencerstuart.com/research-and-insights](http://Spencerstuart.com/research-and-insights)

<sup>2</sup>: Settlement Agreement Study 2024 x73 CMOs. Senior marketers refers to tenure >30 years. Data available at [blog.sideminds.com/earlyexits](http://blog.sideminds.com/earlyexits)

<sup>3</sup>: Byron Sharp How Brands Grow 2010



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**Group 1: The biggest, most well known and have C-level positions (but can be harder to network with)**

Company	UK Employees	Website /email construct	Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
Egon Zhender	224	www.egonzehnder.com joe.bloggs@	Adam Quint Ross Macrae Helen Crowley Steve Selwood Aine Flanagan Golnaz Bahmanyar Dahlia Bahar Tankut Rifat Sensurucu	Partner, digital and head of Private Equity, EMEA Associate across retail, hospitality and consumer Leadership advisor in technology and media consultant Consultant NY office Technology and communications, CEO and Board, Middle East consumer and retail practise Middle East executive assistant Partner, advisor global consumer and family businesses	Low	Egon Zehnder is the world's preeminent leadership advisory firm. 560 consultants across 64 offices and 36 countries are former industry and functional leaders.  Can be difficult to engage as a candidate unless you are exactly 'on brief'.
Heidrick & Struggles	247	www.heidrick.com jbloggs@	Claire Buxton Richard Sumner Rory Chetwynd-Talbot Alice Breeden Claire Skinner Robin Holyroyd Aliceson Robinson	Partner, Financial services and fintech Principal, global consumer markets Senior associate, consumer markets Regional managing partner, CEO & Board Practise Regional managing partner, EMEA Principal, Consumer markets, travel & hospitality Partner, consumer, tech, entertainment and media	Low	Heidrick & Struggles is the premier provider of executive search, corporate culture and leadership consulting services. Work for more than 70% of Fortune 1000 companies in virtually every sector and industry around the world.  Hard to connect with as a candidate and best to try researchers.
Korn Ferry	1297	www.kornferry.com joe.bloggs@	Leo Roberts Sacha Trimbee Grant Duncan Phoebe Hitchcock Madeleine Burton Fiona Vickers Tim Powell Christina Reti	Associate client partner supply chain and procurement Managig consultant, Consumer Board & CEO service Client services partner consumer, marketing and digital Principal Technology Industry EMEA Senior associate, consumer markets MD Digital EMEA Principal, Private Equity & Technology Senior client partner, Real estate and hospitality	Low	Korn Ferry is a global organizational consulting firm.  Feedback from candidates is variable, with some having strong relationships, whilst others less so.
Odgers Berndtson	461	www.odgersberndtson.com joe.bloggs@	Jane Dessar Zoe Wakeham Richard Plaistowe Julie McKeen Bambos Eracleous Ben Spickernell Emily Thompson Katie Thomas Mike Drew Clare Glackin Lavanya Attawar Simon Walton Nick Claridge	Partner, Consumer, Retail, Travel, Leisure & Hospitality Consumer, retail and leisure Interim Financial Service consultant Global Head of Media Practice Media and entertainment partner Senior Researcher Global Sports, Gaming and Media Retail, consumer, leisure and hospitality Partner and global practise leader, Technology & IT Services Head of industry, energy, manufacturing, & infrastructure Principle/senior researcher Partner, Head of Consumer practice Partner, Food and Drink	Balanced client-candidate	Global executive search, interim management, talent assessment and leadership development firm.  Accesible and run coffee morning for inbetweenner executives.



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Russell Reynolds	386	www.russellreynolds.com joe.bloggs@	Robert Kamper	Executive search consultant, CTOS and Product, Germany	Balanced client-candidate	Russell Reynolds Associates is a global leadership advisory firm. Our 520+ consultants in 47 offices work with public, private and nonprofit organizations across all industries and regions.  The candidate panel found they had a good balance of client and candidate time.
			Steven Black	Executive Director, Technology		
			Agnes Greaves	Managing Director		
			Rebecca Cook	Research consultant		
			Katie Sharpe	Consultant, Digital, Consumer and Technology		
			Greg Hodge	Executive Director: Executive Search & Assessment Consultant		
			Chris Makishima	Research associate		
			Rhys Grossman	Consultant		
			Laetitia Jerabek	Consultant Financial Services & Tech		
			Emma Combe	Managing Director/Partner		
Norm Yustin	Managing director/Partner, Customer activation/growth					
Spencer Stuart	237	www.spencerstuart.com joe.bloggs@	Jonathan Harper	Senior partner & global consumer practise leader	Balanced client-candidate	Now spanning more than 70 offices, over 30 countries and more than 50 practice specialties.  Overall feedback says they are striking a balance between candidate and client.
			Ashling O'Connor	Consultant media and entertainment		
			Veena Mar	Consultant		
			Jolanta Senkova	Associate		
			Sally Elliot	Co-leader, global retail practise		

Group 2: Mid-tier, less well known and have some C-level positions (more boutique and more candidate focused)						
Company	UK Employees	Website /email construct	Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
3Search	41	www.3search.co.uk joe@	Rowan Fisk	Partner	Balanced client-candidate	3Search is a marketing and digital recruitment agency that recruit marketing, communications, and digital professionals into all industries.  They have been strong in 2023 supporting marketing executives with events, which have been valued by the panel. Rowan in particular deserves a big call out for being helpful.
			Nia McLure	Principal Consultant		
Boyden	59	www.boyden.com	Nick Robeson	Managing Partner	Low	A premier leadership and talent advisory firm. Mainly focused on interim.
			Mark Soden	Managing Partner		
Blackwood	70	www.blackwoodgroup.com joe.bloggs@	Claudia Marcelletti	Senior associate consumer, leisure & retail	Low	Blackwood is a UK leading human capital advisory firm across categories.
			Jonathan Lee	Partner		
BPE Search	13	www.betterplaced.com joebloggs@	Rob Hill	Partner: Head of consumer & retail at BPE	Balanced client-candidate	Focus on Board level and functional leadership appointments in HR, Marketing, Digital, Commercial, Manufacturing, Supply Chain, Procurement, Logistics and Finance.  They haven't had many big roles, but Rob and Paul are very friendly and accessible.
			Paul Bendelow	Partner		
			Andy Young	Partner		
			Rachel O'Sullivan	Partner		
Campbell Reed	14	www.campbellreed.com joe.bloggs@	Richard Ash	Executive search principle	Balanced client-candidate	Consult and manage assignments internationally across board, executive, non-executive and senior management levels.  Recently opened office in NA.
			Charles Buxton	Principle and Head North America		
			Alexandra Barteneva	Associate beauty and wellness		
			Oliver Reed	Founding Partner		
			Renee Wo	Executive Search Consultant		



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Group 2: Mid-tier, less well known and have some C-level positions (more boutique and more candidate focused) continued						
Company	UK Employees		Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
Drax Executive	56	www.draxexecutive.com jb@	Max Staley Charlie Parker Sebastian Twining	Associate Director Partner, Consumer Director, Consumer	Balanced client-candidate	DRAX, specialises in 'mid' to 'large-cap' high-growth companies. Private equity senior executive search both at an executive and NED level.
Erevena	48	www.erevena.com joe.bloggs@	Maria Josife  Flo Bown	Partner Partner	Balanced client-candidate	Clients are VC & growth equity backed. Work with investors, boards and leadership teams hiring executives & non-executives.  Maria recognised for giving people time to connect.
Eton Bridge	118	www.etonbridgepartners.com joe.bloggs@	Jonny Whately-Smith Johan Wahlstrom Rosie Scott Andrew Demetriou	Associate partner interim and consumer Board Practice Marketing Director Associate partner, product, digital and technology	Balanced client-candidate	Executive search, Interim management and Business consulting firm.  Get to know candidates well. Focused on PE business. Proactive and friendly with candidates.
Fortune Hill	10	www.fortunehill.com joe.bloggs@	Joel Barnett John Hunter Annabel Matthews Tatijana Vujcic	Managing Director Director - international marketing, growth and digital Associate director Research analyst	Balanced client-candidate	Fortune Hill partners with consumer brands to build HR and Marketing Leadership teams  Have the wonderful Joel Barnett who has done loads of fundraising for the marketing community.
Founders Keepers	17	www.founderskeepers.co joe@	Katriona Windsor Stephen Rosenthal Lizzie Segal Hannah French	Partner Partner - Product, Technology & Data Co-founder Partner	Balanced client-candidate	Founders Keepers is an executive search firm, building leadership teams for growth stage and venture backed companies. Was active in 2023.
Forme Partners	5	www.formepartners.com	Kate Zatland Jonathan Zatland Simin Gorgulu	Managing Partner and Founder Operating Partner Senior Associate	Balanced client-candidate	Work exclusively on C-level roles that drive revenue for high-growth tech businesses. VC and PE backed companies. Active in 2023. Kate also amongst the friendliest headhunters.
Grace Blue	25	www.graceblue.com joe.bloggs@	Ian Priest Linzi Cameron Helen Duffy Sarah Skinner Natalie Napier	Advisor Managing Partner CEO & Partner, APAC CEO, EMEA & Global MD Managing Partner	Balanced client-candidate	Grace Blue is a global executive search firm specialising in transformational leadership talent. Help brands, agencies and sports, media and entertainment organisations. General impression is that they are more focused on marketing director level/below.
H.I. Executive Consulting (HIEC)	32	www.hiec.com jbloggs@	Melissa Reed	Managing Partner, consumer, digital and retail	Balanced client-candidate	Global executive search firm focused on hiring Board, CEO and Senior-level executives globally – Technology & Software, Financial Services & Real Estate, Industrial, Consumer & Digital, and Business & Professional Services.
Hunter-Miller	11	www.hunter-miller.com joebloggs@	Lindsay Leslie-Miller Dan Cottee Hugh Wigmore	Managing Director Director Director	Balanced client-candidate	Executive search and OD consulting firm that focuses on Customer and Commercial disciplines: Customer Experience, Digital, Operations, Marketing, Trading, Sales, and General Management. Has a good newsletter and were active in 2023.
Renaissance Leadership	4	www.ren-lead.com joe@	Steve Bishop Tony Willis Alex Gordon	Partner Founder and Managing Director Associate partner, digital and technology	Balanced client-candidate	Specialising in consumer digital and enterprise technology industries. Primarily venture capital and private equity backed. Less visible in 2023.
Sam Allen Associates	15	www.samallen.co.uk joe@	Andy Hayward Thomas Field Samantha Allen	Partner, talent pipeline assessment Research associate Managing Partner	Balanced client-candidate	Boutique executive search firm working with a wide range of FTSE, private and PE backed businesses across a broad range of sectors including consumer goods, retail, retail banking, telecommunications, digital, transport, leisure, insurance, healthcare, utilities and sport. Very helpful to some and seen to be stepping up a gear.



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Company	UK Employees		Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
The MBS Group	42	www.thembsgroup.co.uk joe.bloggs@	Huw Llewelyn Waters Thirza Danielson Hattie Robinson Hatty Cadman Miske Ali Katya Higham-Stoianova Elliot Goldstein Moir Benigson	Partner, Consumer goods and services Director - hospitality, retail and leisure Executive - Retail, Consumer, Fashion, Lifestyle Director - Healthcare Researcher Board and CEO Consumer Sectors Managing partner Founder	Balanced client-candidate	The MBS Group is a leading search and leadership advisory firm working across all consumer-facing industries.  Most of the panel have had a good experience here. They are respectful and responsive with Huw and Elliot called out especially.
The Talent Business	31	www.thetalentbusiness.com joe.bloggs@	Olivia Skone Charlie Thomas Andy Wardlaw Emma Ward	Managing director, business leadership and marketing CEO, Asia Pac Global Managing director, tech and innovation European Managing Director, business & marketing	Balanced client-candidate	The Talent Business is the world leader in executive search with expertise in the marketing, communications and business transformation space.
The Up Group	38	www.theupgroup.com joe.bloggs@	Stephanie de Wangen Clare Johnston Lydia Shepherd Thomas Andrews Sarah Noyce	Director Founder Director - Product, Technology, Data Senior Consultant Director	Balanced client-candidate	The Up Group is a market-leading, digitally-focused search g firm. Works across VC-backed, PE-owned to listed corporates; Up advises and builds boards (Chair/NED/CEO) and senior leadership teams across all functions (GM, Marketing, Commercial, Product, Data, Tech, Finance and People). Seem to be less responsive and active in 2023 compared to previous years.
TML Partners	24	www.tmlpartners.com joe.bloggs@	Tom Morgan-Harris Seb Wainwright Emma Morrison Peter Bush Charlie Green Simon Bassett	Group Commercial Director Senior Consultant Director, CMO, marketing and digital Manager, Head of Tech, Media & Telco Managing Director CEO	Balanced client-candidate	An internationa executive recruitment firm specialising in senior marketing appointments.
Warren Partners	39	www.warrenpartners.co.uk jbloggs@	Laurence Vallaeys Nicola Kenyon	Partner - Board non-exec and C-suite Partner - Board and executive	Balanced client-candidate	Warren Partners supports diverse boards and executive leadership teams across the UK and internationally.  Laurence is friendly and accessible, does a lot for Marketing Academy.
MWM Consulting	?	www.mwmconsulting.com joe.bloggs@	James D'Costa Michael Reyner Nick Green Jeremy Breaks Rebecca Fitzpatrick Dan Ahmad Polly Barclay Anja Skvortsova	Consultant – Retail / Consumer Goods / TMT / Senior Partner Partner Partner Partner Partner Partner – Financial Services Partner	Balanced client-candidate	Boutique executive search firm working with a wide range of FTSE, private, family-owned and PE-backed businesses across a broad range of sectors including consumer goods, retail, QSR, banking and insurance, telco, media, digital, transport, leisure, healthcare, industrial and B2B. Work on ExCo, ExCo-1 as well as NED roles.



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**Group 3: Least well known and have sporadic C-level positions (limited information available on some)**

Company	UK Employees	Website / email construct	Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
360 Leaders	9	www.360leaders.com	Jerry Maynard Ben Markland	Managing Director Managing Director	NA	360Leaders are the leading Organisational Strategy and Executive Search firm supporting scale-ups, boards and
Acertitude	18	www.acertitude.com	Charlotte Cederwall James Kenyon	Partner Partner	NA	Acertitude teams connect boards, CEOs, private equity executives.
AlphaSkill	17	www.alphaskill.com	Barbara Pusca	Board and C-level Headhunter	NA	AlphaSkill is a specialized Private Equity Advisory & Executive Search Firm. Private Equity Investors and industry-leading CEOs, CFOs and Non-Executive Board Members.
Altrua	3	www.alturapeople.com	Lucy Harris Liz Pryce	Founding Partner Senior Consultant	NA	Boutique firm specialised in hiring board teams, enabling both commercial and cultural evolution. Friendly and active.
Alumni	38	www.alumniglobal.com	Thomas Patterson	Managing Director UK and Canada - Global Healthcare	NA	Alumni adds a fully rounded perspective to leadership development, executive search and talent management.



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Amrop	19	www.amrop.com joe.bloggs@	Lucie Shaw	Managing Partner, Consumer and Retail	NA	Amrop is one of the world's largest retained executive search partnerships, offering a range of Leadership and Board Services.
Audeliss	18	www.audeliss.com	Anja Skvortsova Barrie Lee Suki Sandhu OBE	Managing Director Head of Delivery and Research, EMEA Founder and CEO	NA	Audeliss have worked across different sectors and roles to appoint senior leaders at global organizations including Sky, eBay, Google, JP Morgan, Mastercard.
August Leadership	9	www.augustleadership.com joe.bloggs@	Gavin O'Malley	Partner	NA	Clients range from global multinationals to mid-size fast-growth organizations to pioneering start-ups.
Beaumont Bailey	17		George Dobbins	Co-founder, Director & Practice Lead for Built Environment & Technology	NA	Beaumont Bailey is a specialist firm covering executive search, leadership consulting.
Berwick Partners (an Odgers Berndston company)	60		Simon Walton	Partner, Head of Consumer Practice	NA	Focussed on for senior management positions across the commercial, public and not-for-profit sectors.
Chaberton Partners	1		Nicholas Bull	Senior Partner	NA	Chaberton Partners helps build C-level teams and boards.
Clarity	12	www.claritysearch.co.uk	Fran Minogue	Managing Director	NA	Clarity Search is an executive search firm focused on the retail, consumer, hospitality, travel & leisure sectors.
Daversa Partners	186	www.daversapartners.com	Jamie Sanger	Partner	NA	Technology specialty firm that builds the executive teams for growth stage and venture-backed companies.
DHR Global	824		Mathew Dixon	Partner, Retail and Consumer Practice	NA	DHR's executive talent expertise includes Advanced Technology, Financial Services, Private Equity, Human Resources, Industrial, Consumer & Retail and Sports.
DNA Recruit	15	www.dnarecruit.com joe@	Stephen Phillips	Head of tech - Full stack, digital, product UX	NA	Specialised in: New Business   Account and Project Management   Strategy and Planning   Creative and User Experience Design   Technology   Product   Marketing   Data.
Drayton Partners	12	www.draytonpartners.com joe.bloggs@	Byron Beatty Wayne Mabbott Nick Maughan Rob Seery	Partner, Consumer Sector Partner, Consumer Sector Partner, Consumer Sector Founding Partner, Consumer section	NA	Focus categories include Food & Beverage, Apparel & Footwear, Beauty & Personal Care, Lifestyle, and Consumer Tech.
Elevate Talent	44	www.sriexecutive.com	John Keeling David Nobbs	Managing Partner Consumer	NA	Global executive search and talent consultancy operating at the intersection of content, commerce & technology.
Eric Salmon & Partners	10		Adrian Thomas	Exec Search and Assessment consultant	NA	Specializes in Executive Search, Governance Advisory & Leadership Advisory.
Essenta	31		James Howells Georgiana Holden	CEO & Founder VC & Growth Equity Lead		Consumer; Technology; Business Services; and Consultancy & Advisory.
Exley Hervey	4	www.exleyhervey.com	Lesley Exley Alison Thorne	Chief Executive Partner	NA	Digital & multichannel retail, global luxury brands, and arts & culture sectors
F1 Recruitment	14	www.f1recruitment.com	Amanda Fone	Founder and CEO	NA	For roles at all levels in PR, Marketing, Digital and Sports Marketing.
Faraday Partners	7	www.faradaypartners.com	Thomas Chorliet  Nick Fairclough	Managing Partner  Managing Partner	Balanced client-candidate	Faraday Partners is a talent advisory firm focused on building internet and software companies from their earliest stages.
Fey & Partners	1	www.feyandpartners.com joe@	Charlie Fey	Managing director and co-founder	Balanced client-candidate	Work with start-up & scale-up organisations. Supported several people in 2023. Accessible and friendly.
Fidelio Partners	14		Louise Weston	Senior Consultant	NA	London-based Board advisory firm.
Freshminds	80	www.freshminds.co.uk	Sophie Higgins James Callander	Consultant on demand Managing Director	NA	Go-to firm in Europe for management and strategy consulting talent.





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GatenbySanderson	249	www.gatenbysanderson.com	Kevin Gordon	CEO	NA	work across Government, Board effectiveness, Regulation, Health, Education, Housing and Not for Profit organisations.
Gordon & Eden	7		Sam Gordon	Co-founder	NA	Executive Search & Interim firm, specialising in finding digital & technology talent
Green Park	106	www.green-park.co.uk joe.bloggs@	Juliet Hardingham	Director	NA	Offers Executive Search, Interim Management, Board Advisory, Diversity & Inclusion and Managed Service People Solutions across the private, public and third sectors. Had some selective NED roles.
Hannington Tame	2		James Minter	Partner	NA	specialises in senior talent acquisition and CEO recruitment for the digital economy.
HBAL	2	www.hballondon.com	Hannah Brown	Managing Partner, Global consumer, digital and retail	NA	Boutique executive search business specialising in marketing, media and the creative industries.
Hoggett Bowers	22		Karen Wilson	CEO and Founder	NA	Experts in Executive Recruitment.
Holmes Noble	14		Amy Speake	CEO	NA	Talent advisory and executive search.
Hydrogen Group	200	www.hydrogengroup.com	Scott McCormick	Associate Director EMEA	Balanced client-candidate	Operating a portfolio of brands from offices across nine countries.
Intelligent People	53	www.intelligentpeople.co.uk	George Hogarth-Hoar	Recruitment consultant	NA	A boutique recruitment agency, with experience within product, marketing, eCommerce and Leadership.
Ivy Street	5		Kate Bamford	Founder	Balanced client-candidate	Work predominantly on Senior Executive appointments including Chairmen, Committee Chairs and Non-Executives for clients in the Consumer, Media, Digital, Technology and Business Services sectors.
JBM	18		Sophi Graci James Mitra	Associate Founder & CEO	NA	Specialise in connecting executives and senior Operators into Startups & Scaleups (Seed to Series C) on a permanent,
JD & Co	114	www.jdand.co.uk Joe@	Jo Dalton	Founder	Balanced client-candidate	Global Executive Search and Advisory firm for ambitious startups, scaleups and sector disruptors.
Kingsley Gate	73	www.kingsleygate.com	Amanda Pitt	Partner	NA	A leading, global, retained executive search firm.
La Fosse	465	www.lafosse.com	Abbie Bolton Jessica Clarke	Practice lead & Senior executive (commercial, marketing, digital) Senior Consultant - Commercial	Balanced client-candidate	Executive Search, Interim Management, Technology & Security, Digital & Data, Business Change & Transformation.
Leathwaite	86		Holly Addison	Partner, Global Head of Practice - CEO and Board Practice; Marketing, Product and Sales	NA	Functional search specialists.
LHH	687		Theadora Smith	Recruitment consultant	Balanced client-candidate	Global leader in HR solutions worldwide. Friendly.
Lumina Search	3	www.luminasearch.com joe@	Anne Fenton Stephanie Hatton	Chair Managing Director	Balanced client-candidate	Specialist search consultancy conducting senior executive searches for companies in the media and entertainment sectors.
MacGregor Black	30	www.macgregorblack.com	Emily Robson	Head of practise - consumer goods	NA	Recruitment at executive & management level, within the consumer & retail industry.
Montarosa	16		Holly Welstead	Senior Director	NA	Leadership search firm focused on placements including Board, C-level, Divisional Heads, and key deal-making and/or individual contributors.
NGS Global	6		Steve Lavelle	Managing Partner UK	NA	Executive search and leadership advisory.
Nolan Partners	26	www.nolanpartners.com	Hugo Dodd	Principal Consultant	NA	Executive Search in Sports and Entertainment.
Norman Broadbent	66	www.normanbroadbent.com	Peter McGrath	Director global consumer practise	NA	Talent Acquisition & Advisory Services.
Page Executive	77		Sam Thomason	Partner - Executive Search across UK&I	NA	Leaders in specialist recruitment. No awareness from the panel in 2023.
PartnerWise	21		Jamie Waugh	Principal Partner	NA	Boutique, PE-backed, and specialised Global Executive Search, Interim, Talent Intelligence & Advisory firm catering to industries such as brands, retail, media & content, and sports.
Patrick Morgan	7		James O'Dowd	Founder and Managing Partner	NA	Independent Executive Search firm with expertise in Strategy, Transformation and Digital.

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### Group 3: Least well known and have sporadic C-level positions (limited information available on some) continued

Company	UK Employees	Website / email construct	Headhunter	Title/Seniority	Candidate engagement	Online description & Panel observations
Princedale	3	www.princedale.co Joe@	Ru Jupp	Founder	NA	Specialising in Digital Marketing, Customer, Commercial, Growth & General Management retained search.
RCA Ltd	2	www.rcalimited.com Joe@	Rosemary Collins	Managing Director	NA	Work with media companies
Redgrave	59		James Lewis	Senior Partner	NA	Executive search, interim and leadership advisory firm.
Renoir	12		Jennifer Brook Botfield	Director - Global Head	NA	Part of Renovata & Co. Interim, Fractional, Contract.
Renovata	18	www.renovata.com	Lucy Brealy Sian Powell	Principle Senior associate	NA	Board-level mandates which include CEOs, CFOs, and other C suite executives, as well as investment professionals and
Riviera Partners	15		Pete Alexander	Partner	NA	Global executive recruiting firm specializing in Technology, Engineering, Product and Design leadership. Friendly.
Robert Walters	1099	www.robertwalters.com joe.bloggs@	Susie Wei	Manager	Balanced client-candidate	World-leading recruitment consultancy. Friendly.
Ruebik	9		Christina Brooks	Foounder & CEO	NA	Ruebik works across multiple sectors, including Media, Technology, Retail, Private Equity, and Real Estate in need for improving leadership diversity
Sainty Hird & Partners	26		Justin Gilbert	Partner, Digital & Technology	NA	Act as a trusted advisor to boards, executive teams and human resources within financial and professional services, technology, investor-backed companies and the public sector across
Sanderson King	1	www.sandersonking.com Joe@	Elliott Sanderson	Founder and CEO	NA	Executive Search, Interim & Consulting.
Savant	23		Medhan Yadegari	Director	Balanced client-candidate	Finance and Technology search specialist. Friendly.
Savannah Group	64	www.savannah-group.com	Simon Gough Tim Clouting	Managing Partner Partner	Balanced client-candidate	Executive search and leadership consulting firm.
Saxton Bampfylde	139		Sian Brown	Consultant	NA	Independent executive search firms and leadership consultancies
Sheffield Haworth	108		Diane Karina C	Global Talent acquisition Lead	NA	Talent consulting firm across the financial, consulting technology and services sectors.
Siena Partnership	20		Joss Newman	Director	Balanced client-candidate	Connect high-performing professionals from technology, change, finance and operations. Friendly.
Signium	13	www.signium.co.uk	Matt Dallisson Michael de Kare-Silver	Global head of consumer practise Founder/MD	NA	Signium is one of the world's leading executive search and leadership consulting firms with offices in key business cities
Space Executive	21		Saffy Patel	Senior Consultatnt - Product, UX & Tech	Balanced client-candidate	Work with Multinationals, Financial Services, Technology, Healthcare, FMCG, Consultancy, Insurance, Venture Capital & High Growth or Equity-Backed companies
Sphere Digital Recruitment	52		Zach Nicholson	Executive Consultant	NA	Recruiting marketing, sales, analytics, product & creative talent
Stanley Royce & Jones	3	www.stanleyroycejones.com	Will Royce	Co-founder	NA	Personalised executive search firm.
Stanton Chase	3		Sukran Tumay	Managing Partner UK	NA	Global executive search firm.
Stonehaven international	13	www.stonehaveninternational.com	Judith Osborne	Partner	NA	Global executive search.
Suzie Walker Executive Search	4		Suzie Walker	MD & Founder	Balanced client-candidate	Recruiting interim and permanent senior leaders for consumer-facing (B2C) and B2B2C marketing and digital/tech roles. Accessible and friendly. Organises breakfasts for CMOs.



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### Group 3: Least well known and have sporadic C-level positions (limited information available on some) continued

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Teneo	753	www.teneo.com	Kate Latham	Senior Managing Director	NA	Global CEO advisory firm.
The Change Partners	10	www.thechangepartners.com	Tristan Amin Dylan Ries Ben Farrar	MD & Co-Founder Principal Consultant Managing Consultant	Balanced client-candidate	Specialise in Change Management, Technology, Digital & Marketing. Friendly.
The Forsyth Group	2	www.forsythgroup.com	Rosemary Forsyth	Founder	Balanced client-candidate	Boutique executive search firm specialising in the emerging technology sector. Friendly.
The Good Board	10	thegoodboard.com	Louise Gatenby Alastair Patton	Founder Global Board and Executive	Balanced client-candidate	Executive Search, Board Services, Leadership Advisory. New agency in 2023. Friendly
The McLean Partnership	23	joe@	Nick Heart	Head of Interim & Consulting	NA	Recruit boards and leadership teams.
True Search	85	www.trueplatform.com	Kristyna Smetanova Maitane Serna Charlie Lee	Partner Partner and London Co-Lead Principal - Consumer PDT	Balanced client-candidate	Global recruitment for board members, c-suite executives, VPs, directors and other strategic talent. Focus on investment firms and public companies seeking transformative growth. Have been less visible in 2023.
Tyzack Partners	7	www.tyzackpartners.com	David Dumeresque Mark Sparrow Neal Wyman	Partner Managing Partner Senior Partner	NA	International executive search firm.
Wilson Grey	3	www.wilson-grey.com	Simon Benson	Founder	NA	Specialist for B2B tech startups and scale-ups.
Wilton & Bain	84		David Heron	Group CEO	NA	Experience across: Professional & Technology Services, Consumer Products & Retail, Financial Services, Industrials, Telecoms & Technology, Private Equity & Venture Capital.
ZEREN	27		Nick Walters	Senior Consultant - Product Design and Product management	NA	Partner with VC, PE-backed businesses and corporate brands placing senior leaders
ZRG Partners	58		Andrew Smith	Managing Director and VP Client Services UK and Europe	NA	Global talent advisory firm.
Zulu Bravo	5	www.zulubravomedia.com	Zoe Botbol Joe@ Roxy Green	Founder Partner	Balanced client-candidate	Specialising in all aspects of the media, marketing & advertising space. Friendly.

### Group 4: Product and Tech focused

Company	UK Employees	Website / email construct	Headhunter	Title/Seniority	Candidate engagement	Online description and Panel observations
Adalent	3		Daniel Finer	Principal - CTO, CPO, CDO, CSIO	Balanced client-candidate	Supporting organisations with leaders in technology, digital, data and cyber security. New business.
Albany Partners	15		James Goodrich Henry Draper	Founder CEO Managing Partner	Low	Albany Partners is a global leader in CTO and CPO search.
Burns Sheehan	46		Jon Sheehan Ellie Straves Louise Smith	Co-founder & Head of CX Senior Consultant - Product & Agile Delivery Senior Director - Product & Agile Delivery	Balanced client-candidate	Specialist product & tech firm. Jon is one of the friendliest and best connected leaders in product and tech. Has been more active than most in 2023.
Calibre One	21		Hannah Joyce Shane Burgess	Partner Partner	Low	A specialist digital & technology-focused executive search firm.
Candela Search	9		Alicia Urquhart	Senior Consultant	Low	We aim to be the executive search firm of choice for companies seeking out the next generation of extraordinary leaders in the digital, technology and commercial space.



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Group 4: Product and Tech focused continued						
Company	UK Employees	Website / email construct	Headhunter	Title/Seniority	Candidate engagement	Online description and Panel observations
Centric Search	2		Ross Johnston	Founder & CEO	Balanced client-candidate	Executive search firm that helps Founder-led, investor-backed Technology companies recruit leadership team members at VP & C-level. SAAS & Marketplaces.
Creation recruitment	8		Jessie Rushton	Director - Digital Leadership roles	Balanced client-candidate	Roles in Digital Product & Delivery and Data & Tech
Fairmont Recruitment	12		Jack Donohue	CEO and Founder	Balanced client-candidate	Build teams across the tech stack. Friendly and active in 2023.
Few&Far	38		Nick Charalambous	Founder & CEO	Balanced client-candidate	Recruitment company for product development teams. With deep expertise across product, engineering, design and data. Nick is friendly and supports industry events.
FRESH.	1		Miles Cunliffe	Founder	Balanced client-candidate	Build product and design teams of technology start ups and scale ups
Gravitas Recruitment group	130		Alex Piercy	Senior Product Recruiter	Balanced client-candidate	Gravitas is an internationally renowned recruitment group supporting niche roles within technology, insurance, and banking. Alex is one of the friendliest recruiters. Was active
Hera	6		Karan Sondh	Product Recruiter	Balanced client-candidate	Tech Recruitment, Redefined by Women. New agency in 2023. Friendly
Innovex	2		Emma Storey	Co-founder	Low	Working with businesses in Fintech, Cyber, SaaS and Technology industries
Numi	11		Jake Parish	Founder	Low	Working with businesses in Fintech, Cyber, SaaS and Technology industries
Match digital	2		Mark Long	Co-founder	Balanced client-candidate	Specialist product & tech firm. Mark is well connected and regularly organises events for Product leaders.
My Product Path	2		Rhys Lloyd	Recruiter	Balanced client-candidate	specialist digital & tech recruitment agency and talent acquisition partner
Oliver Bernard & OB Collective	2		Ash Goodwin	Founder and CEO	Balanced client-candidate	SAAS powered product-led talent partner. Friendly.
Orbis	35		Sam Findlay	Associate Director	Balanced client-candidate	Technology recruitment consultancy. Friendly.
TAAS	88		Ben Moulton	Senior Consultant - Product & Data Product	Balanced client-candidate	technology people specialists. Friendly.
TritonExec	2		Dom Dickson	Product Recruiter	Low	Hiring for tech start-ups at an affordable cost.
Uniting Ambition	28		Craig Meehan	Director	Low	TritonExec is Executive Search firm specializing Technology, Digital Transformation Services, and Private Equity-backed growth firms.
Wave Talent	18		Phil Dobson	Business Manager	Balanced client-candidate	Deliver niche technology talent. Friendly.
Xcede	33		Ollie Ovel	CEO & Co-founder	Balanced client-candidate	Product & tech specialist. On of the friendliests. Organises events regularly for Product, Design and Tech leaders.
Xpertise Recruitment	64		Elysa Perryer	Principal Tech Recruiter	Balanced client-candidate	Global Technology Recruitment Specialists. Friendly and active in 2023.
	51		Andrew Barnett	Associate Director - Product	Balanced client-candidate	Specialise in recruiting hard-to-find permanent and contract Technology, Data & Transformation talent across the UK. Friendly and active in 2023.
			Morgan Summerfield	Consultant	Balanced client-candidate	
			Julian Harrison	Executive Director	Balanced client-candidate	

