

Russell Reynolds Associates

RM6290 Executive & Non-Executive Recruitment Services

September 2022

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Who we are at a glance

Founded in 1969, we are a global leadership advisory and search firm. We help our clients build teams of transformational leaders who can meet today's challenges and anticipate the digital, economic and political trends that are reshaping the global business environment. Our Global Board Practice regularly works cross-boarder to meet the needs of demanding international clients. Each search benefits from our strong sector specialism and genuine cross-functional expertise.

Industry Expertise

- Business and Professional Services
- Consumer
- Education
- Energy and Natural Resources
- Financial Services
- Healthcare
- Industrials
- Social Impact
- Private Equity
- Technology

Functional Expertise

- Boards of Directors and Chief Executive Officers
- Corporate Affairs Officers
- Data and Analytics Leadership
- Digital Leadership
- Financial Officers
- Human Resources Officers
- Legal, Regulatory and Compliance Officers
- Marketing Officers
- Operations & Supply Chain Officers
- Risk Officers
- Technology Officers
- Sustainability

Leadership Services

- Assessment
- Board & CEO Advisory
- Culture Advisory
- Digital
- DE&I Consulting
- Executive Search
- Family Business
- Leadership Transformation
 - Large Cap
 - Private Equity
 - M&A
- Succession Planning



We bring a diverse team

47 offices around the world provide the advantage of global perspective and local context

We uncover relevance

6,600 engagements annually enable us to see critical patterns and help you stay ahead of what is next

We challenge with purpose

Private company that is not swayed by investor or shareholder opinions

We unlock your best

First premier executive search firm to create a social impact practice

Ownership

Privately held company owned by its most senior consultants with **one global P&L**, thus fostering a spirit of genuine teamwork and collaboration

Our public sector practice

We have completed more than 150 public sector assignments in the last three years, we have an unparalleled ability to partner with leading government bodies and recruit top talent capable of navigating significant socio-political change.



Global reach and local networks

Our team benefits from both the **global reach** of our firm across 47 offices worldwide, and **deep local networks** across the spectrum of public sector entities. This dual perspective enables us to provide insight from other markets while also understanding nuances of the local context.



Deep Expertise

RRA's expertise spans **all aspects of the public sector**, from government departments to NHS Trusts, ALBs and academic institutions. Our team of public sector experts draw on decades of combined experience with a track record of placing **Permanent Secretaries, Director Generals, CEOs and equivalent, as well as Chairs and Non-Executive Directors**



Cross-over capabilities

Consistent with current trends in the field, we have a strong track record of recruiting **“crossover” candidates from the private sector** into senior roles in the public sector. RRA as a whole excels at identifying potential crossovers, identifying those with a strong values fit for the public sector.



Strong 'beyond search' capabilities & partnerships

An in-house leadership assessment and succession planning team boosts the core team's **ability to assess candidates in many dimensions** and many organisational contexts. Dedicated in-house research and knowledge functions create strong retained networks and in-depth expertise across industries, generating deep understanding of markets, industry trends and talent implications.



Successful search methodology

Robust search methodology, and well tested, auditable process for running publicly advertised campaigns and handling advert responses. **Emphasis on candidate care**, cumulative candidate assessment and smooth closure. **Equitable search practices** are embedded in search design to ensure DEI is at the forefront of every process.

We're shaping a brighter, more equitable future for tomorrow's leaders

Our commitment to developing historically under-represented talent and networks has helped drive successful outcomes for our clients and informs our best practice equitable search approach.

RRA Relationships with Sponsored Diversity Associations



CBI's "Change the Race Ratio"

Founding members of initiative to improve BAME representation in leadership



30% Club (RRA Co-Founder)

An advocate for improved gender balance on boards



Hampton-Alexander Report

Promotes gender diversity on UK FTSE 350 boards and executive committees

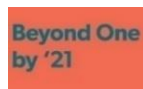


Glass Ladder

Supports, mentors and develops diverse talent.



Co-brand event focusing on LGBT in the C-suite with Lord Browne and McKinsey



Sir John Parker report

Promotes ethnic diversity on UK FTSE 350 boards

RRA's Diversity, Equity & Inclusion Practice

- Russell Reynolds Associates was one of the founding members of the Voluntary Code of Conduct for Executive Search Firms.
- RRA has 19 consultants dedicated to diversity and inclusion in the workplace.
- We are also qualified by the Enhanced Code of Conduct, as a search firm that is achieving over 30% female FTSE 350 board placements.

DE&I Events and IP

Co-written research with Chartered Management Institute and the 30% Club on the importance of mentoring & sponsoring senior diverse talent. Co-brand event focusing on LGBT in the C-suite with Lord Browne & McKinsey



Other diverse talent sources & community partnerships



Gender diversity amongst successful UK candidates in 2021

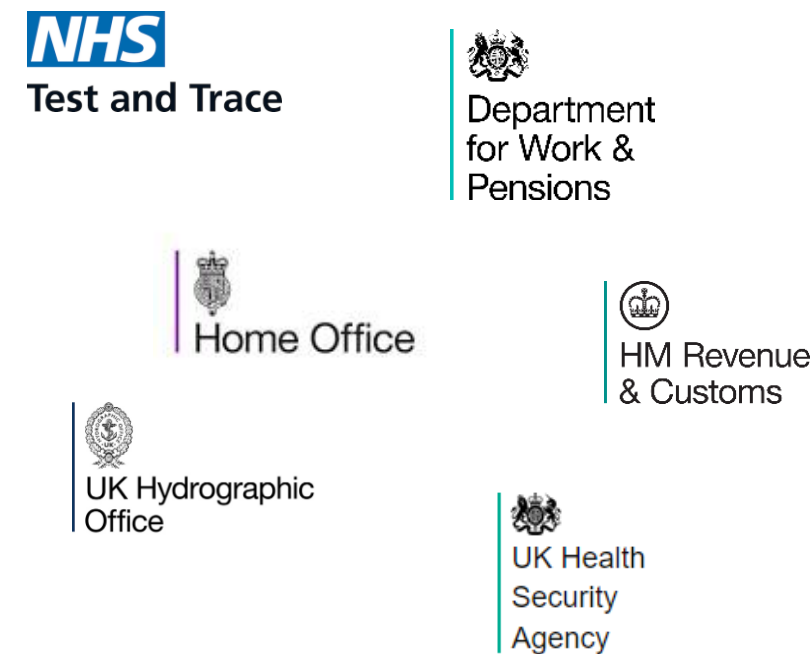
- **49%** of our NED appointments were women
- **11%** of our Chair appointments were women
- **10%** of CEO appointments were women

We encourage organisations to embrace diversity in all its forms and are accredited by the Enhanced Voluntary Code of Conduct for Executive Search Firms for our support to FTSE 350 Boards in increasing gender diversity and are founder members of the CBI's Change the Race Ratio initiative to improve broader diversity in leadership.

Our track record

Our team are trusted with some of the most senior and complex multi-stakeholder appointments across the Public Sector and our expertise is drawn from a long track record of successful delivery. Recent appointments include:

Lot 1: Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)



Lot 2: Executive Search - SCS3 & 4 (and equivalents)



Wider Public Sector Board Experience



Our Core team

Our dedicated public sector team work across all sectors and functions.



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Our team

Patrick Johnson

Patrick Johnson advises organisations in the public and healthcare sectors on the recruitment of board members, CEOs, and other senior leaders. He also works on board assignments in the private sector, as part of our global Board and CEO Advisory Partners. Based in London, Patrick leads the internal leadership development and succession planning efforts for Russell Reynolds Associates. He previously served on our global Executive Committee and co-led business operations in Europe, the Middle East and Africa. He has also functioned as London Office Leader and Global Social Impact and Education Sector Leader. Patrick has more than 30 years of executive search experience, both in his native United Kingdom and across the world, with 15+ of those years at Russell Reynolds Associates.

He has advised clients on a wide variety of executive and non-executive positions, including in the Civil Services, charities, regulators, academia and the National Health Service. Before joining our firm, Patrick worked within PA Consulting Group's human resources practice after a period in the oil industry. He started his career with Arthur Andersen.

Patrick has a degree in economics from Durham University.



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Our team

Lorcan Lennon

Lorcan Lennon partners with mission-led organisations to recruit, develop and assess top leadership talent. Based in London, Lorcan focuses on the Public Sector Practice at Russell Reynolds Associates, where he leverages his deep background in stakeholder alignment and management consulting to provide tailored solutions. Lorcan works with government and Social Impact and Education organisations from across the globe and with a variety of missions.

Lorcan spent 12 years with KPMG before joining Russell Reynolds. He most recently served as a director and chief of staff to the vice chairs. In that role he established and ran the vice chairs' office, representing KPMG's market voice with key clients. He was also seconded to be chief of staff to the director general of the Confederation of British Industry. He started his career at KPMG as a management consultant.

Lorcan holds a BA in finance, accounting and management, with honors, from the University of Nottingham.



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Our team

Nick Ricketts

Nick Ricketts specializes in supporting C-Suite and Board appointments in the public sector, international development, and global public health. Based in London, Nick has advised on chief executive, board, and senior corporate function appointments for major global development organisations, including development finance institutions, and global public health institutions.

He has also supported a series of Permanent Secretary, Director General, and Chief Executive appointments in the public sector, as well as board appointments. More broadly, he has also advised social policy institutions, charities, and the National Health Service.

Nick joined Russell Reynolds from a recruitment consultancy, where he was focused on public sector recruitment and assessment design.

Nick received his M.A. (Cantab) in geography from King's College, University of Cambridge.



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Our team

Sarah Wright

Sarah Wright is a member of the Social Impact Sector and is based in London. She specialises in public sector, social justice and international development. She joined Russell Reynolds Associates in 2022.

Sarah was introduced to executive search through her year interning with AESC in New York. Since then she has amassed over eight years' in international search experience across public and not for profit sectors supporting senior executive and non-executive appointments. Sarah is passionate about inclusion and equity. Alongside her search work she has led research into non-executive representation of people with disabilities across the UK's not for profit sector, and embedded best practice for inclusive research practices.

Sarah received her M.A. in Women, Conflict & Violence from the University of York.



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Our team

Thomson Ambooken

Thomson Ambooken is a member of the Social Impact & Education Practice at Russell Reynolds Associates. Based in London, he plays a key role in the execution of board, CEO and specific senior functional leadership assignments across global development, public sector, higher education and international security.

Before joining Russell Reynolds, Thomson worked at a boutique executive search firm focused on PE-backed digital and software businesses. He garnered experience of supporting senior executive appointments and mandates across the C-suite spanning both Europe and North America. His early career has been more centred around the UK public sector, with further stints within diplomacy, and International Organisations.

Thomson received his M.A. in International Relations & Political Science from the Diplomatic Academy of Vienna and holds a BA (Hons.) in History from the University of Cambridge.



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To improve the way the
world is led