



Russell Reynolds Associates

RM6290 Executive & Non-Executive Recruitment Services

**Russell
Reynolds**
ASSOCIATES

Crown
Commercial
Service
Supplier



- Lot 1: Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)
- Lot 2: Executive Search - SCS3 & 4 (and equivalents)
- Lot 3: Non-Executive and Public Appointments

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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. Each search benefits from our strong sector specialism and genuine cross-functional expertise.



Industry/Sector 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 & Psychometrics
- Board & CEO Advisory
- Culture Advisory
- Digital
- DE&I Consulting
- Executive Search
- Family Business
- Leadership Transformation
- Talent Mappings
- Succession Planning

An aerial photograph of a city, likely London, featuring a large river (the River Thames) flowing through a park area with many trees. In the foreground, a large, ornate, circular building with a central courtyard is visible, surrounded by other city buildings and streets.

Russell Reynolds Associates

With a 50+ year history, RRA is one of the largest search firms in the world, serving every sector of the economy, with specialisms in key functions, as well as in assessment and development, and DE&I.

We have 47 offices around the world, and 600+ consultants. We provide the advantage of global reach and perspective, with local context. We have a dedicated Public Sector team in the UK, with a track record extending back to 2005.

We leverage our global, cross-industry networks to identify sources and potential candidates. We undertake every assignment using a combination of our existing networks and fresh research. Each of our sectors is tasked with identifying talent, including from underrepresented groups, based on location and expertise in their respective area, meaning we have a comprehensive pool of candidates into which the whole firm is able to tap.

We are fully briefed on the government's ambitions to drive growth and social value across the UK, as well as its diversity and inclusion priorities.

We contribute to leadership talent development across the public sector outside of individual searches. For example, we have supported the OpDel Senior Community of Practice by introducing senior leaders from other sectors to share their insights with the cohort.

Having worked extensively across the public sector, we can faithfully represent Buyers, with compelling—though realistic—personalised approach to qualified candidates. Knowing candidates as individuals enables us to be targeted and thoughtful in our approach.

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.



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**



Reach into commercial and other sectors

Consistent with current trends in the field, we have a strong track record of recruiting **candidates from the commercial and other sectors** into senior roles in the public sector (examples provided below). RRA as a whole excels at identifying potential candidates from the commercial and other sectors, 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. We offer a wide range of leadership advisory services



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.

Track record of successfully attracting private sector talent into the public sector:



Our track record

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

We have the track record and functional scale to support any role around the executive leadership team, including CEO, operations, transformation, technology, digital and data, finance, people, legal, and more.

Recent clients include:

Lot 1:

Executive Search—Grade 6,
SCS1 & SCS2 (and equivalents)


Test and Trace



Department for
Business, Energy
& Industrial Strategy



HM Revenue
& Customs



UK Hydrographic
Office



UK Health
Security
Agency



Department
of Health &
Social Care



Home Office



Foreign &
Commonwealth
Office


CMA
Competition &
Markets Authority

 **BRITISH
BUSINESS
BANK**

 **Care Quality
Commission**

HM Land
Registry



Lot 2:

Executive Search—SCS3 & 4
(and equivalents)



Department for
Business, Energy
& Industrial Strategy



Government
Digital Service





HM Revenue
& Customs


Ofcom
making communications work
for everyone



Department
for Work &
Pensions

 **BRITISH
COUNCIL**

 **INFRASTRUCTURE
BANK**



UK Government
Investments

 **Ordnance
Survey**



UK Export
Finance

 **THE CROWN
ESTATE**




UK Health
Security
Agency



Health Education England



Cabinet Office

 **NICE** National Institute for
Health and Care Excellence

Lot 3:

Non-Executive and Public
Appointments / Assignments



Crown
Commercial
Service





BANK OF ENGLAND



Ministry
of Defence



Defence
Infrastructure
Organisation

 **POST
OFFICE**



UK Health
Security
Agency

 **Genomics
england**

 **The
Royal
Mint**

 **THE CROWN
ESTATE**

 **ureenco**
The Energy to Succeed

Case Studies: *Client Testimonials*

The RRA team are trusted with some of the most senior and complex multistakeholder processes in the Public Sector and a hallmark of our client partnerships is discretion and confidentiality therefore we do not share individual case studies, though we would be happy to provide further references if desired.

However, as part of our internal quality assurance process an independent consultant will seek feedback from our clients after every assignment. The following testimonials here are all provided by public sector clients in the last 12 months and speak to the quality of our delivery.

Honestly, it was a non-decision to go to RRA. In the end, it's not just about knowing the available candidates—that part is easy—it's about persuading them of the fit that is always going to be the challenge... **RRA's 'ability to engage, see the connections, and get prospects excited are second to none.**

Why RRA? **We "know how brilliant your international reach is.** We instinctively felt that **people would take your call and that you would be able to position this role appropriately.** The proposal showed lots of relevant experience as well. Essentially, it was about your breadth, international range and relationship with [us]"

Case Studies: *Client Testimonials*

"It's a delicate art, where public sector meets the real world, and [RRA] achieved just the right balance of chivvying, without harassing....We managed to move through this process—in what is a very over-connected world—without any leaks or adverse reaction. **We are really, really happy with the service.....You understood the role in the political context in which we are operating and I think it's a testament to your approach that you were able to build on your network and have people willing to take that call."**

"We also worried that people would be interested in, but not committed to a role like this. I think because I kept asking upfront about whether people would really engage, **the team came through with flying colours in terms of exploring and communicating the level of motivation of candidates.** In fact, all six at the end really, really wanted it and we had some disappointed people! Honestly, I can normally find something to critique, **but this team didn't put a foot wrong. We got a quality slate of diverse candidates,** you presented their salary information early on, dealt with potential conflicts early on, and we had two great candidates accept the role. I honestly think this was textbook in how to go about a search. The team is a huge credit to your firm. I have to give a '10' across the board and, trust me, I would let you know if there was anything - even at the margin - where I think they could have done better."

"I've long admired the organisations that RRA works with. On the pitch process, three things stood out. First, the **strength of the team:** you were smart enough to put forward people who were known to the organisation and had personal credibility. Second, the completeness of the pack: **you demonstrably showed that you understood the issues facing us,** in particular the big tectonic plates..... The depth of understanding was very clear and you got the nuances on the table so quickly. Third was **the excellence of your network.**" I have already recommended you to [another buyer] in terms of bringing the **rare combination of deep subject matter expertise with great client service. You brought stardust and process in abundance."**

Our dedicated Public Sector team



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Our dedicated Public Sector team works collaboratively across all functions. We funnel the knowledge of our global firm so that each search benefits from our strong sector specialism and genuine cross-functional expertise.

In the recent past the core team has collaborated with:

- **Sophie Saeed**, Global Banking and Markets Practice
- **Amanda Foster**, Investment Management Practice
- **Harriet Wood**, Technology Officers Practice
- **Helen Metcalfe**, Board & CEO Advisory Partners
- **Dee Symons**, Board & CEO Advisory Partners
- **Rhys Grossman**, Consumer Digital and Media Practice
- **Luke Meynell**, Board & CEO Advisory Partners
- **Laura Sanderson**, Board & CEO Advisory Partners
- **Jonathan Robson**, Industrial and Natural Resources Practice
- **Paul Ballman**, Leadership & Succession Practice
- **Kerynne Metherell**, Board & CEO Advisory Partners
- **Amelia Reid**, Human Resources Practice
- **Amelia Stubbs**, Risk, Regulation and Control Practice

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

We are deeply committed to helping the Civil Service achieve its ambition to becoming "A Modern Civil Service" and deliver the objectives set out in its 2022-25 diversity and inclusion strategy.

We see DEI as an imperative for leaders, and fundamental to organisational performance. A leadership team's standards, behaviours and composition are an important signal to how the rest of the organisation is expected to conduct itself. Our experience across both the public and private sectors has shown us that an appointment to the leadership team can shine a spotlight on this, whether that is through delivering on a fair, open and transparent recruitment process, through to showing that a leadership team is representative of its employees, and the public it serves.

Russell Reynolds Associates is a founding member of the Association of Executive Search Consultants (AESC). 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 strong relationships with diversity associations mean that current best practice always informs our search design. We hold ourselves to account, ensuring equitable search practice are embedded in our approach.

RRA Relationships with Sponsored Diversity Associations



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

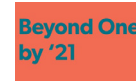


Glass Ladder

Supports, mentors and develops diverse talent.



Co-brand event focusing on LGBTin 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

- RRA has 20+ 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.



Other diverse talent sources & community partnerships



Gender diversity amongst our UK public sector successful candidates in the last two years

32%

of overall appointments were women

25%

of our CEO appointments were women

47%

of our Chair and NED appointments were women

Our commitment to developing historically under-represented talent and networks has helped drive successful outcomes for our clients. In identifying and developing talent, we go beyond protected characteristics and diversify the range of socioeconomic, work experience and geographic backgrounds in the solutions that we bring to our clients.

At Russell Reynolds Associates we are proud to have supported a number of 'firsts', placing candidates from historically underrepresented groups at the following organisations:



Creating social value

Russell Reynolds Associates' purpose is to improve the way the world is led.

This means leading by example and creating social value through everything we do. We have structured this through our 'four Cs' model below, which aligns neatly with the social value themes that we know are important to CCS framework users. For example, expansion of our 'sustainable' value means we are committed to fighting climate change, as well as increasing supply chain resilience and improving wellbeing. Together, we have an opportunity to navigate the critical challenges that directly affect business, government, society, and our planet.



Clients

Proud to embed sustainable principles into our client advisory through these practice areas:

DEI

Guide our clients on how to think holistically about diversity, equity, and inclusion, develop pipelines of diverse talent, and foster inclusive workplaces.

Sustainability

Support organizations with comprehensive guidance on embedding sustainable leadership across strategy, operations, and culture.

Social Impact

Our clients endeavor to change hearts and minds—and we partner with them to recruit leaders who have tangible impacts on society.



Company

Embedding sustainability into the way we do business to address our material issues

- **Sustainable** added as a core value in 2022
- UN Global Compact Participant since 2019; research partner on behaviors and competencies of sustainable leaders
- 100% energy usage from renewable sources and zero e-waste to landfill by 2025
- Commitment to net zero emissions goals aligned with Science-Based Targets initiative (SBTi)
- ISO 27001 data security certification



Colleagues

Committed to attracting, retaining, and developing the best talent by creating a safe, equitable, and inclusive place to work

- DEI Report shares lessons from our mission to advance equity and equality
- LEADR program established in 2021 to accelerate leadership development
- Bi-annual Culture Survey to gain perspective on colleague engagement
- 6 inclusion networks launched in 2021
- Career development through Tomorrow's SELF Program and McKinsey's Black Leadership Academy partnerships



Communities

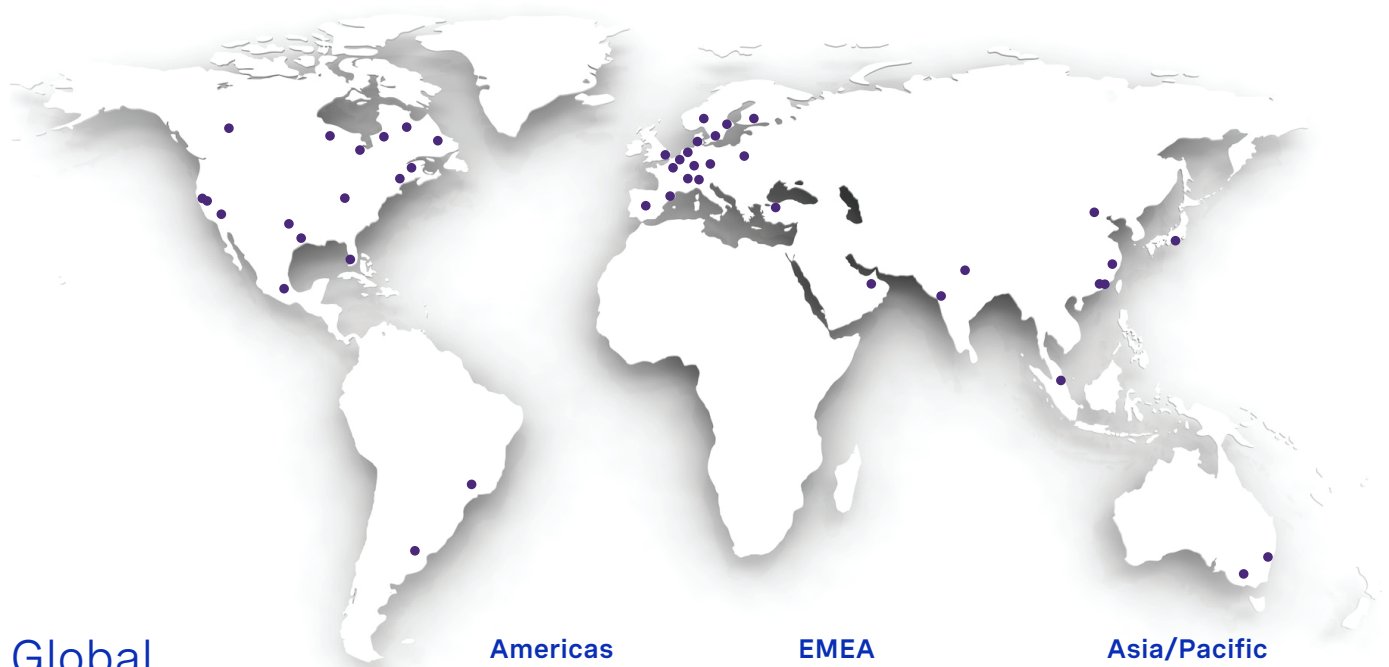
Through volunteering, partnerships, and our RRA 50 Forward Fund charitable foundation, we give back to our communities

- Committing to 100,000 hours of volunteer service to community-based programs between 2023 and 2028, for organisations such as the Prince's Trust, Chelsea Academy and Smartworks
- Supporting 350+ causes worldwide through RRA Gives Back, a colleague-led charitable giving program
- Partnerships with 30% Club Future Female Directors

About Russell Reynolds Associates

Russell Reynolds Associates is a global leadership advisory firm. Our 500+ consultants in 47 offices work with public, private, and nonprofit organizations across all industries and regions. We help our clients build teams of transformational leaders who can meet today's challenges and anticipate the digital, economic, sustainability, and political trends that are reshaping the global business environment. From helping boards with their structure, culture, and effectiveness to identifying, assessing and defining the best leadership for organizations, our teams bring their decades of expertise to help clients address their most complex leadership issues. We exist to improve the way the world is led.

www.russellreynolds.com



Global offices

Americas

- Atlanta
- Boston
- Buenos Aires
- Calgary
- Chicago
- Dallas
- Houston
- Los Angeles
- Mexico City
- Miami
- Minneapolis/St. Paul
- Montreal
- New York
- Palo Alto
- San Francisco
- São Paulo
- Stamford
- Toronto
- Washington, D.C.

EMEA

- Amsterdam
- Barcelona
- Berlin
- Brussels
- Copenhagen
- Dubai
- Frankfurt
- Hamburg
- Helsinki
- London
- Madrid
- Milan
- Munich
- Oslo
- Paris
- Stockholm
- Warsaw
- Zürich

Asia/Pacific

- Beijing
- Hong Kong
- Melbourne
- Mumbai
- New Delhi
- Shanghai
- Shenzhen
- Singapore
- Sydney
- Tokyo