



CHAMBERLAIN
Career Management

EXAMPLE MANDATES AND PLACEMENTS

BANKS



PROPERTY FINANCE: MAKING THE RIGHT CONNECTIONS

A small, regionally headquartered retail and commercial bank needed our help finding real estate bankers nationwide across a wide range of disciplines.

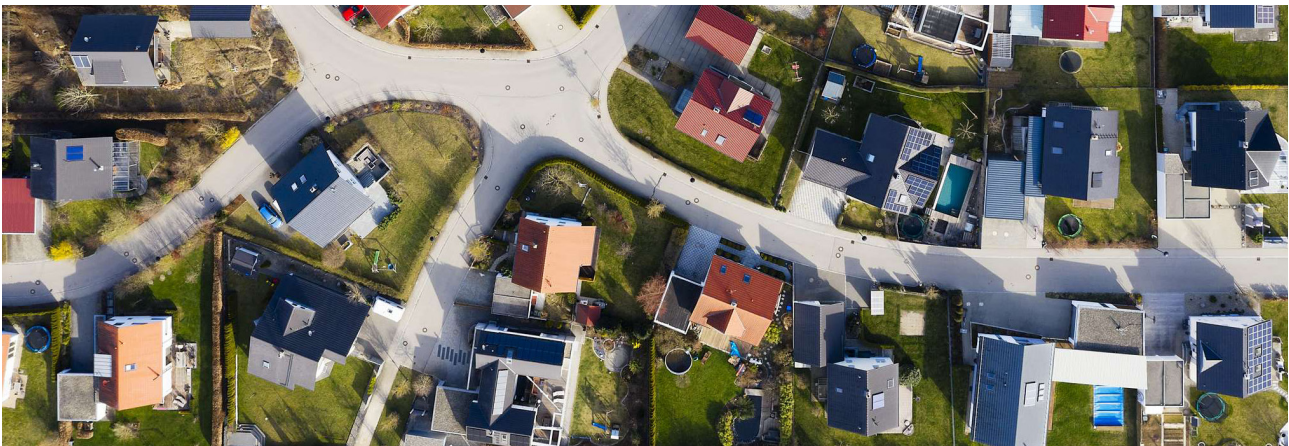
Requirement: This client was looking for good technical, well-connected savvy bankers across multi-levels and multi-specialisms. Some roles were remote, some office based.

Solution: We worked simultaneously with six hiring managers to find talented individuals for transaction and execution, credit, relationship and business development manager roles focusing on property investment and development finance.

Outcomes: Because we know more than most about the nuances in this sector (over 50% of placements are property finance-related) we already knew half of the successful applicants; the other half were headhunted.

Roles filled:

Job title	Region	Multiples
Business Development Manager – Real Estate Finance	East Anglia, South West	x 2
Business Development Manager – Development Finance	South	
Credit Manager – Real Estate Finance	East Midlands	
Senior Due Diligence Specialist	London, Devon	x 2
Relationship Manager – Real Estate Finance	Wales	
Assistant Relationship Manager – Real Estate Finance	Wales	
Portfolio Manager – Real Estate Finance	Wales	





FINDING SPECIALISTS FOR A NEW PLAYER IN PROPERTY FINANCE

When an established retail bank expanded into commercial lending, they sought our help finding highly qualified candidates.

Requirement: To fill multiple roles, UK-wide, ranging from support staff to regional leaders for this new business venture.

Solution: We started with a small specialist team operating from London. Regional hires were next: finding high performers to drive business – the premise was to attract highly qualified real estate financiers who could build their own portfolios.

Outcomes: With an established real estate business and the bank expanding further, we then placed:

- Two new leaders to manage London and the southern region
- Relationship directors and support staff for the Thames Valley and Midlands teams
- A specialist development finance team, headquartered regionally, includes relationship directors and support staff.

Our in-depth understanding of the whole market gives us an advantage in finding the right candidates for the right lenders.

Roles filled:

Job title	Region	Multiples
Head of Credit Risk - Real Estate Finance	London	
Head of Real Estate Finance - London	London	
Relationship Director - Real Estate Finance	London, Thames Valley	x 4
Relationship Director - Development Finance	Thames Valley, Wales	x 2
Assistant Relationship Manager - Real Estate Finance	London	
Assistant Relationship Manager - Development Finance	Thames Valley	x 2
Regional Head of Origination - Real Estate Finance	Thames Valley	
Block Discounting Sales	West Midlands	
Senior Financial Crime Risk Manager	West Midlands	x 2



OUR VALUES COUNTED FOR THIS ETHICAL BANK

Our relationship with this small ethical bank started three years ago when they were looking for a savings manager in the southeast of England. An ex-candidate approached us – they'd been impressed with Chamberlain's way of working and engaged us to find high-quality candidates for their ethical brand.

Requirement: The savings manager role was difficult to fill – the location was remote, the bank was small, and candidates needed to connect with the bank's purpose: supporting charitable activities and helping people to save and do good.

Solution: With a skill in securing candidates in atypical locations, we used all sources: from our network to headhunting, and referrals to advertising, to find a savings manager. We found a banker in a similar role for a similar-sized company 10 minutes away from the office. It couldn't have been a better fit.

Outcomes: This first success led to working with the HR team for five more vacancies across a range of disciplines. We placed candidates working in the large UK clearing banks, bar one who worked for a smaller bank.

It's a great compliment to be the bank's preferred recruiter based on our values and working methods.

Roles filled:

Job title	Region
Savings Manager	Southeast England
Loans Admin Officer	Southeast England
Lending Manager	Southeast England
Credit Manager	Southeast England
Regional Manager	Southeast England





BUILDING TEAMS FOR THE UK ARM OF A EUROPEAN BANK

An established European bank was rebuilding its presence in the UK, which had diminished following the financial crash. Over five years, we helped build teams from north to south, east to west, creating a new structure in which the bank could operate.

Requirement: First, the focus was placing quality candidates to re-establish a presence in the north-west of England. Next, to find three regional managing directors for commercial banking to cover the north, the Midlands, London, and the south.

Solution: We searched and attracted three highly qualified candidates from major banks willing to join a less well-known bank to run these new operations in new markets. Then we worked closely with those leaders placing centre heads and business development-focused relationship bankers across several specialisms, based in towns and cities throughout the UK: from Leeds to Brighton, Cardiff to London.

Outcomes: We achieved great results – we know because looking back over the five years, more than 90% of the employees placed remain with the bank.

Roles filled:

Job title	Region	Multiples
Area Director - Commercial Banking	East Midlands, North East, North West, Wales	x 4
Associate Director - Corporate Banking	London, North West	x 4
Director - Acquisition Finance	London	x 2
UK Head of Mezzanine Finance	London	
Regional Director – Commercial Banking	London, North West, West Midlands	x 3
Relationship Director – Healthcare	London	
Director - Corporate Banking	North West	
Relationship Manager – Professional Practices	London	
Senior Relationship Manager - Commercial Banking	North West	
Relationship Manager - Commercial Banking	North West, South East	x 2
Assistant Relationship Manager - Commercial Banking	South East	
Business Development Manager - Healthcare	West Midlands	
Associate Director - Acquisition Finance	West Midlands	
Regional Head of Healthcare	London	



FINDING REAL ESTATE FINANCE DIRECTORS FOR A SHARIA-COMPLIANT BANK

A small, London-headquartered Sharia-compliant bank needed our expertise in finding three real estate finance specialists to complete their team.

Requirement: Focusing on residential and commercial property investment and development lending, they needed three highly qualified relationship directors: two to take over small existing portfolios with a strong remit to win new business, and the third with additional experience in restructuring.

Solution: Rather than limiting choice by narrowing our search to Sharia-compliant lenders only, our search extended to all banks and lenders specialising in real estate finance and ex-employees of those businesses. We were looking for highly skilled candidates willing to learn the intricacies of Sharia-compliant lending and adapt to cultural differences.

With exclusivity, we worked closely with the head of real estate finance to get the depth of information needed to formulate a compelling proposition. Then, we used all sources: our network, advertising, headhunting, and referrals to attract the best.

Outcomes: We secured three highly qualified bankers, and even though none had experience in Sharia-compliant lending, they were willing to learn and ticked all the other boxes. Two candidates came from our network, and the third responded to an advert, proving that a robust search will always get the best results.

Between them, the three candidates had achieved success at various banks and lenders of different sizes and types, so they brought a wealth of experience, new ideas and something slightly different to this small successful growing bank. Another benefit: a rich diversity of talent is at the heart of building better teams and gaining a competitive edge.

Roles filled:

Job title	Region	Multiples
Relationship Directors	London	x 3





DIVERSITY IS KEY FOR THIS CHALLENGER BANK

This pre-licensed challenger bank had applied to operate a digital banking platform and a network of local bankers aimed at small businesses and consumers and needed our help recruiting its top team.

Requirement: Our brief was to fill four key senior positions: one 'C suite' and three 'Heads of' pre-launch.

Solution: Getting to know the business intimately: the people, the concept, the journey, and the developing culture and values gave us insight and was instrumental in convincing highly experienced but risk-averse bankers to join a start-up bank pre-licensed.

Outcomes: We filled all four roles with exceptional candidates. Our knowledge and experience in this space meant we could sell the journey, give a consistent message, and offer a compelling proposition.

This success immediately led to placing relationship managers across the country. And because the bank trusted us to help build their senior team, we've provided continuity ever since.

And one final point: this bank actively sought a diverse workforce, reflected in our candidate shortlists. So far, 36% of our placements are female.

We're proud of our contribution to its growth – and this year, they are featured in Beauhurst's top 50 FinTech companies (ranked by equity received to date)

Roles filled:

Job title	Region	Multiples
Chief Commercial Officer	London	
Chief Risk Officer	London	
Head of Operational Risk	London	
Head of Deposits	London	
UK Head of Client Relationship Management	London	
Business Development Manager - Asset Finance	Central, North West	x 2
Business Development Manager - Real Estate Finance	London, West Midlands, North West	x 3
Business Development Manager - Care Homes	North West	
Central RM - Real Estate Finance	West Midlands	



RECRUITING LEADERS FOR A PRE-LICENCED BANK

A pre-licenced bank was looking to recruit a strong leadership team to drive the business forward – it was exciting being involved from its inception, responsible for recruiting the first C-level hires.

Requirement: To recruit three senior bankers, experts in a niche area of commercial banking and ideally employed in national level roles for large UK clearing banks. Also, candidates had to be entrepreneurial to thrive in this fast-paced, hands-on environment.

Solution: Chris Notley, MD at Chamberlain, reached out to his network and beyond, attracting candidates for:

- Chief commercial officer
- Head of operations
- Chief risk officer

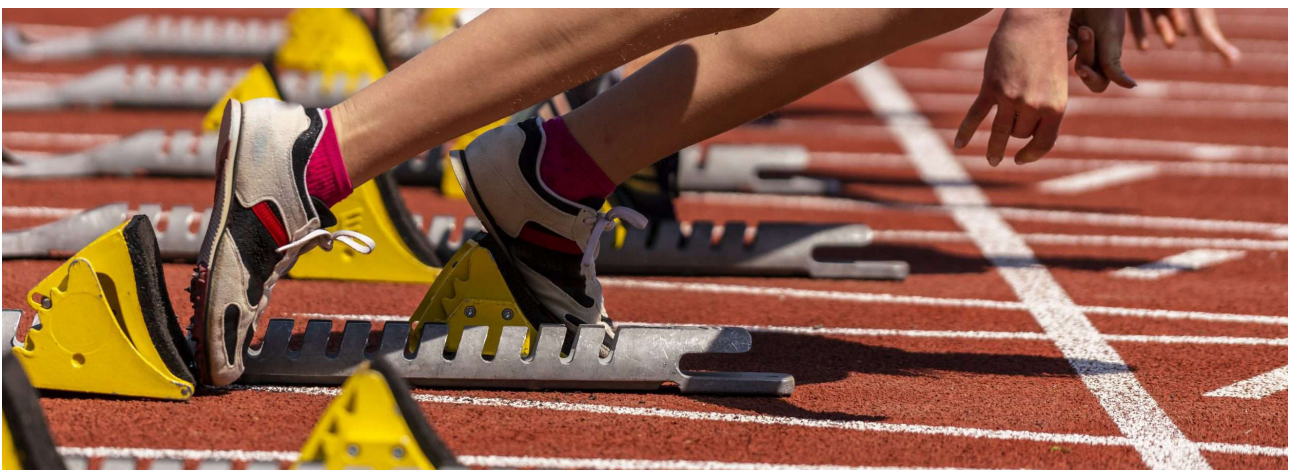
And received a lot of interest.

Outcomes: The three candidates placed were all known personally to Chris. A great outcome in securing C-level experts across different disciplines from three of the largest UK banks.

The message to the market and stakeholders was loud and clear: this newcomer had recruited a leadership team with the combined expertise and gravitas to drive the business forward.

Roles filled:

Job title	Region
Chief Risk Officer	London
Chief Commercial Officer	London
UK Head of Operations	London





A STORY OF GROWTH AND DIVERSIFICATION

When an established specialist London-centric bank expanded into different markets across the UK, they needed an expert recruiter to help build teams in six major cities across the UK.

Requirement: To attract experienced, top-performing (and affordable) big bank professionals to work for a little-known brand in new competing markets.

Solution:

- We built a small front-line commercial banking team in London, moving away from property finance (a core lending product at the time)
- Recruited property bankers, including leaders, to set up new regional offices
- Supported the bank in its expansion plans for London and Midlands property teams
- Worked with product management to attract talented PMs focusing on savings, current accounts, and SME lending productions

Outcomes: Placed roughly 20% of talent ranging from assistant relationship managers to regional leaders. The bank's successful growth led to it being sold and trades under new management and brand name; however, we've continued to deliver high-quality candidates.

Roles filled:

Job title	Region	Multiples
Relationship Director – Commercial Banking	London, North West, Midlands, Scotland	x 9
Relationship Director – Real Estate Finance	London, North West, Midlands, South West, Scotland, South	x 23
Recoveries Manager	London	
Regional Director – Real Estate Finance	North West, London, Midlands	x 3
Senior / Savings Product Manager	London	x 3
Senior Product Manager – Lending	London	
Assistant Relationship Manager – Real Estate Finance	Scotland, London	x 4
Associate Director – Real Estate Finance	North West	x 2
Associate Director – Commercial Banking	Scotland, London	x 3
Associate Director – Business Banking	London	
Chief Credit Officer	London	
Head of Business & Commercial Banking	London	



A STORY OF GROWTH AND DIVERSIFICATION

continued

Relationship Director – Development Finance	London, Scotland	x 3
Director – Senior Credit Underwriter	London	
Associate Director – Development Finance	London	x 3
Head of Business Deposits	London	
Senior Underwriter	London	
Relationship Director – Private Banking	London	
Head of Business Banking	London	





RISE OF THE CHALLENGERS

This start-up challenger bank's mission was to help small and medium-sized businesses invest and grow, filling a gap for fast and simple funding to borrowers sometimes unable to meet the rigid criteria of mainstream banks.

Requirement: We were engaged in convincing highly qualified bankers to join a start-up in an emerging market. What's more, the offices were based outside of a major city, and the banking licence was not yet approved. This start-up was seeking:

- a commercial director responsible for sales, marketing, and product management
- a head of savings and marketing
- two business development managers.

Solution: We quickly grasped the needs of the business and, using our network and geographical reach, found those perfect candidates. And because we cover a wide range of disciplines, we filled all roles.

Outcomes: Although we weren't the only agency looking for these four crucial hires, we were the only recruiter to attract and place them.

As this challenger bank grew, so did our remit: placing people throughout the UK across a number of disciplines, including credit and product management.

Roles filled:

Job title	Region	Multiples
Project Manager	Central	
Credit Underwriter - Real Estate Finance	Central	
Credit Operations Officer	Central	
Product Manager - Lending	Central	
Chief Commercial Officer	Central	
Director of Marketing	Central	
Director of Products & Strategy	Central	
Risk & Compliance Officer	Central	
Business Development Officer - Real Estate Finance	Central, North West	x 2
Business Development Manager - Real Estate Finance	London, North West, South, South East, South West, West Midlands	x 9



GLOBAL BANK'S EXPANSION INTO REAL ESTATE FINANCE

Our client is an overseas-headquartered global bank with a very small but historic UK presence. The focus was on building a small London team to professionalise and grow the bank's debt book through real estate finance (REF).

Requirement: To find four crucial hires:

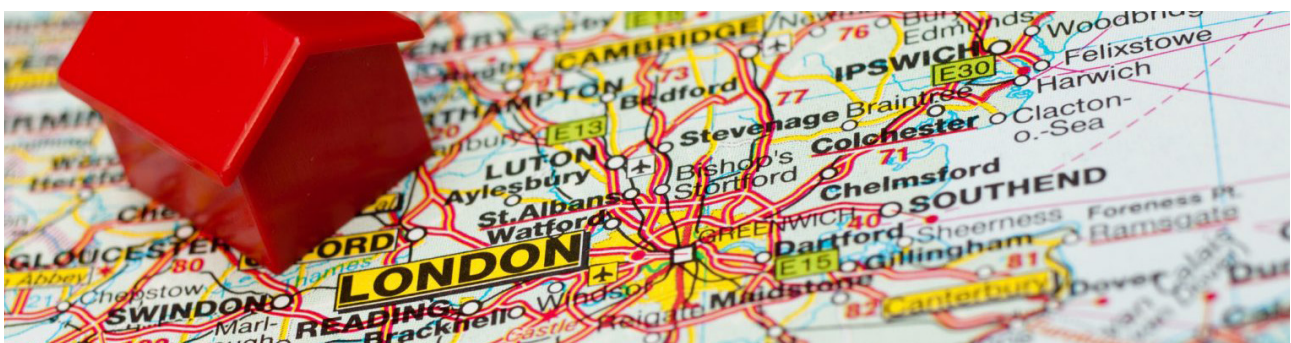
- UK head of business development responsible for sales, marketing, and product management
- A business developer with a strong real estate finance background and an appropriate broker network for the bank's customer base
- A senior credit underwriter experienced in real estate finance in UK commercial banking
- UK head of operations and services working with the parent bank in south Asia to improve and centralise processes.

Solution: Because the bank is headquartered in south Asia and its customer base is primarily from this diaspora, our focus was on getting an exact cultural fit. But the REF talent pool was smaller than anticipated, so we extended our search to all banks and lenders with a REF specialism. Our shortlists only included culturally aware candidates who would adapt to any differences.

Outcomes: All four hires had established careers in REF within the UK commercial banking space and had worked across major UK banks, south Asian banks, and smaller institutions. It's always challenging attracting senior people from operations, sales, and credit to move to an unknown lender. But we ask the right questions, know where to look and succeed where others fail – we didn't get exclusivity, but we did fill all four roles.

Roles filled:

Job title	Region
UK Head of Business Development	London
Business Developer	London
Senior Credit Underwriter	London
UK Head of Operations and Services	London





BLENDING REAL ESTATE FINANCE AND COMMERCIAL BANKING

When a 150+-year-old private banking and wealth management business diversified into commercial banking, they engaged Chamberlain to find a blend of real estate finance (REF) and commercial bankers UK-wide.

Requirement: This private bank was looking for well-connected savvy bankers across multi-levels and multi-specialisms, UK-wide, to support rapid growth and diversification plans. We weren't the only recruiter attracting experts for this new commercial business, but we did fill eleven roles in two locations (London and Manchester).

Solution: Our first success was placing the REF Director for the London team. Next, we worked closely with the brand-new Manchester team, who'd appointed a head of that new division – we placed three senior commercial bankers to get the team up and running. The other roles followed, with the latest candidate placed in late December 2022.

Outcomes: We love playing a part in supporting a company's growth, and the combination of disciplines, multi-level, multi-specialism, and geographical reach allows us to do just that.

Roles filled:

Job title	Region	Multiples
Director, Real Estate Finance (REF)	London	
Senior Commercial Bankers	Manchester, London	4
Senior Commercial Banker (REF)	London	
Portfolio Control Manager	London	
Assistant Relationship Manager	London	2
Product & Proposition Manager	London	
Credit & Portfolio Manager	Manchester	





CAREER MANAGEMENT AND TALENT ACQUISITION FOR THE BANKING & FINANCE INDUSTRY



ENGAGING



DEPENDABLE



COOPERATIVE



SUSTAINABLE