



CHAMBERLAIN
Career Management

EXAMPLE MANDATES AND PLACEMENTS

BUILDING NEW TEAMS



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	





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	





BUILDING A RISK FUNCTION FROM SCRATCH

With aggressive expansion plans, this global working capital provider needed expert help in building a risk function based outside a major city.

Requirement: Offering a transparent and honest view of market conditions, we worked with the hiring managers to attract the very best candidates.

Solution: Teams were built across various risk disciplines, including credit risk, financial crime, quality assurance, compliance, operational and enterprise risk. Roles ranged from senior associates to MDs/global heads, and with a rich diversity of talent, the client said: it was brilliant for business.

Outcomes: With over 13 languages spoken and experience working for banks across the world, these risk specialists added a new layer of knowledge to this growing global business.

We delivered for this growing business for over three years with a constant mandate to build high-performing teams.

Roles filled:

Job title	Region	Multiples
Director - Product Management	London, North West	x 3
Head of Compliance	London	
Head of Compliance & MLRO (ME, India & Africa)	Scotland	
Senior Credit Analyst - Working Capital	London, North West	x 9
Director - Senior Risk Officer	North West	
MD – Head of Operational Risk, Compliance & MLRO	North West	
Director - Middle Office	North West	
Director - Head of AML	North West	
Financial Crime Analyst	North West	x 10
Operational Risk Manager	North West	x 4
Business Analyst	North West	
Managing Director - Chief Credit Officer	North West	
Middle Office Analyst	North West	
Head of Product Risk	North West	
Credit Analyst - Working Capital	North West	x 2
Credit Operations Manager – Working Capital	North West	

BUILDING A RISK FUNCTION FROM SCRATCH

continued

Middle Office Analyst	North West	
Head of Operations – EMEA & US	North West	
Risk Automation Manager	North West	x 2
Risk Automation Analyst	North West	
Risk Controls Analyst	North West	x 2
Insurance Analyst	North West	x 2
AML System Manager	North West	
Head of Enterprise Risk	North West	
Compliance Officer	North West	
MI Analyst	North West	





RECRUITING FOR A FINTECH: P2P LENDER

When this FinTech expanded into business lending throughout the UK (previously focused on retail in London), they sought our expert help.

Requirement: The challenger needed super-skilled professionals to achieve business lending origination goals of c£20m per month. Located from home offices across the country, the focus was on experienced bankers with a solid professional and introducer network who could work independently and achieve the company's goals.

Solution: As it's an area we excel in, with over 50% of our business covering relationship management and business development roles, we quickly grasped the needs of the company and used our network and geographical reach to find the perfect candidates.

Outcomes: Recruited:

- A national head with big bank experience responsible for recruiting and managing the UK-wide team of business developers and London-based team of credit-focused relationship managers.
- Traditional credit savvy commercial bankers, with strong business development in their blood, in locations covering the northwest, northeast, south coast, London and Yorkshire.
- A London-based credit relationship manager team deals with smaller ticket deals that came directly into the business through alternative channels (not BDM).

Roles filled:

Job title	Region	Multiples
Relationship Manager - Business Finance	East Anglia, North East, North West, South	x 4
Credit Relationship Manager - Business Finance	London	x 3
Business Development Manager - Development Finance	North West	
UK Head of Business Finance	East Midlands	





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



HOW TO BUILD A CREDIT TEAM FOR A PROPERTY FINANCE LENDER

This peer-to-peer (P2P) lender focused exclusively on lending money to property developers across the UK – it was highly specialised and niche. So, they needed a recruiter who understood the market intimately (we've been operating in this sector for 15 years).

Requirement: This lender wanted to refresh and rebuild a London-centric credit team – they were looking for a head of credit to replace an interim, a senior credit manager, and a credit operations manager.

Solution: Although established, the property development finance market is relatively small – the challenge was finding highly qualified credit experts willing to move to an unknown lender. We used every available resource and wide-ranging experience to secure candidates who were precisely the right fit.

Outcomes: The head of credit couldn't have been more perfect: he came from a well-known bank and had a solid pedigree – a surveyor by trade who'd moved into banking, so a real development finance expert. We filled the two remaining roles with credit experts again from well-known banks, excited to join a relative newcomer in London's West End.

This success led to filling an originator role based in Manchester. We found a good match: a candidate with a solid introducer network and strong credit skills in this specialist area.

Roles filled:

Job title	Region
Head of Credit	London
Senior Credit Manager	London
Credit Operations Manager	London
Originator	Manchester





CAREER MANAGEMENT AND TALENT ACQUISITION FOR THE BANKING & FINANCE INDUSTRY



ENGAGING



DEPENDABLE



COOPERATIVE



SUSTAINABLE