



**CHAMBERLAIN**  
Career Management

# EXAMPLE MANDATES AND PLACEMENTS

## NON BANK LENDERS



# RECRUITING FOR A NON-BANK LENDER

Our client is an independent debt and equity provider to SMEs throughout the UK. A true purpose drives it: to help the economy and growth of small and medium-sized businesses.

**Requirement:** This not-for-profit lender engaged us to fill seven crucial roles across the UK: two regional directors, four fund managers, and a risk assurance expert.

**Solution:** Because we've worked with this lender for almost two years, we understand their business model, people, purpose, and culture – our insider perspective eliminates any doubt about what a successful person looks like in that business, making our searches more targeted and effective. And with exclusivity, we had time to use all sources to find exceptional candidates with a great cultural fit.

**Outcomes:** We filled all seven roles with highly qualified bankers who'd successfully operated in a big bank environment and were looking for a change – three came from our network, two from headhunting, and two from advertising. No longer driven by overly demanding targets in a highly stressed environment, they now work in a more relaxed setting for a business united in purpose: to help the economy and British SMEs thrive.

## Roles filled:

Job title	Region	Multiples
Regional Directors	Yorkshire, East of England	2
Fund Managers	London, East of England	4
Business Risk Assurance Manager	Surrey	





## WORK HARD, PEDAL FAST: RECRUITING FOR A P2P LENDER

**Finding frontline relationship directors for a young P2P lender in a niche market, countrywide.**

**Requirement:** To recruit traditionally trained, technically strong commercial bankers with in-depth knowledge of property development finance who could win new business for an unknown brand.

**Solution:** We identified and approached highly qualified individuals who we were certain could perform in a fast-paced sector where work hard, pedal fast is key to winning new business from property developers and investors.

**Outcomes:** Led the negotiations to secure that talent – feedback suggests we're #1 in finding frontline relationship directors because we've placed some of the company's best performers. And we've found specialists in other areas of the business too.

It might seem impossible to find candidates with the energy, enthusiasm and hunger for success against the experience and gravitas of a commercial banker who'd prefer the security of a portfolio of customers from day one. But we found multiple candidates.

### Roles filled:

Job title	Region	Multiples
Relationship Director - Real Estate Finance	London, East Anglia, West Midlands, South, South East, South West, North East, Wales	x 12
Assistant Relationship Director - Real Estate Finance	North West	
Head of Risk	North West	
Technical Programme Manager & Agile Coach	North West	
Recoveries Manager - Real Estate Finance	North West	
National Commercial Director - Real Estate Finance	Wales	
Senior Relationship Manager - Real Estate Finance	West Midlands	



## FINDING LEADERS FOR A NEW PROPERTY FINANCE START-UP

**When this new alternative lending company needed directors for credit risk and business development, they turned to us to find the right people for two senior roles.**

**Requirement:** This start-up had big ideas but finding specialists in residential property development finance at a senior level was challenging given it was a niche market and the company was based in a remote location.

The credit risk role needed specialists with big bank experience but who'd also worked in smaller banks or alternative lenders – they needed the right cultural fit and personality to thrive in this new business.

For the business development role, someone with an entrepreneurial flair and a risk taker, ruled out big bank candidates.

**Solution:** A shortlist for each role was sent to the client. Both roles had one candidate who didn't fit the brief exactly, but we were confident they would fit the roles perfectly. The client agreed.

**Outcomes:** We pride ourselves on candidate experience, and this helped convince the business developer who'd had an offer from a more established company to join this start-up. We secured both candidates.

### Roles filled:

Job title	Region
COO & Head of Credit Risk	East Midlands
Head of Business Development	East Midlands





# 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	





## HEAVY-WEIGHT BANKERS FOR THIS NON-BANK

A business referral led to us supplying heavy-weight bankers for this non-bank supply chain finance company based in London.

**Requirement:** This small business had big ambitions – the Chief Executive Officer (CEO) was looking for high-calibre individuals who could help grow the business. With exclusivity, we were engaged to fill three key roles: COO, Head of Credit, and Credit Analyst.

**Solution:** We did a pretty good job securing exceptional talent. Our negotiations successfully led to placing the COO and Head of Credit from our network, and the Credit Analyst was a headhunt. All three came from big bank backgrounds, with the COO and Head of Credit holding far larger roles in far larger organisations than this business.

**Outcomes:** We've built a good trusting relationship with this client and are currently engaged in finding new talent for the business.

### Roles filled:

Job title	Region
Chief Operating Officer (COO)	London
Head of Credit	London
Credit Analyst	London





# 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