



EXAMPLE MANDATES AND PLACEMENTS

PRE-LICENCE CHALLENGER BANKS



CONTENTS

- 03 Diversity is key for this challenger bank
- 04 Recruiting leaders for a pre-licenced bank
- 05 Rise of the challengers



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 Beahurst'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

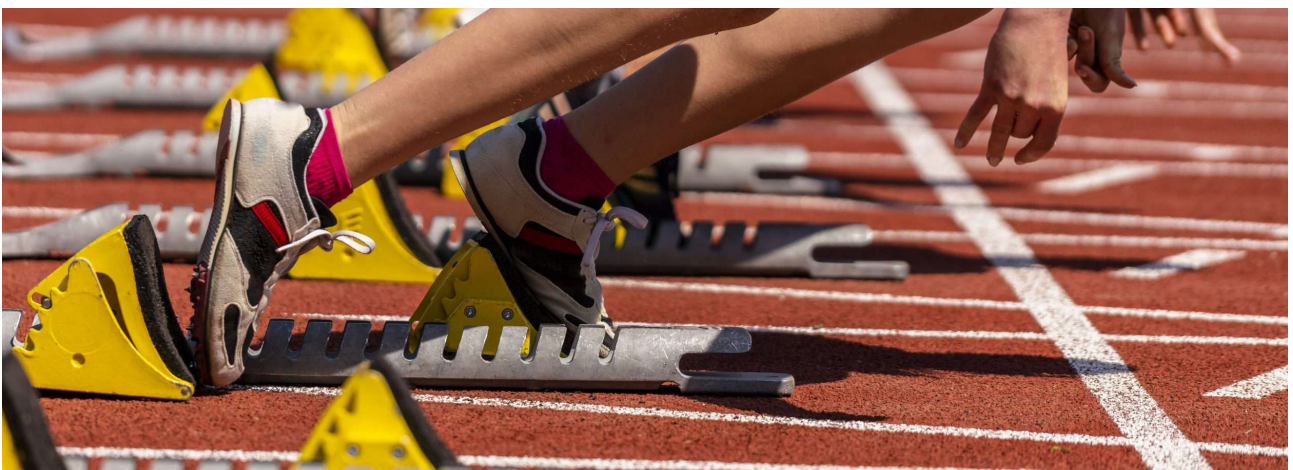
And received a lot of interest.

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





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



CAREER MANAGEMENT AND TALENT ACQUISITION FOR THE BANKING & FINANCE INDUSTRY



ENGAGING



DEPENDABLE



COOPERATIVE



SUSTAINABLE