



**CHAMBERLAIN**  
Career Management

# EXAMPLE MANDATES AND PLACEMENTS

## REAL ESTATE FINANCE (REF)



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## 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.

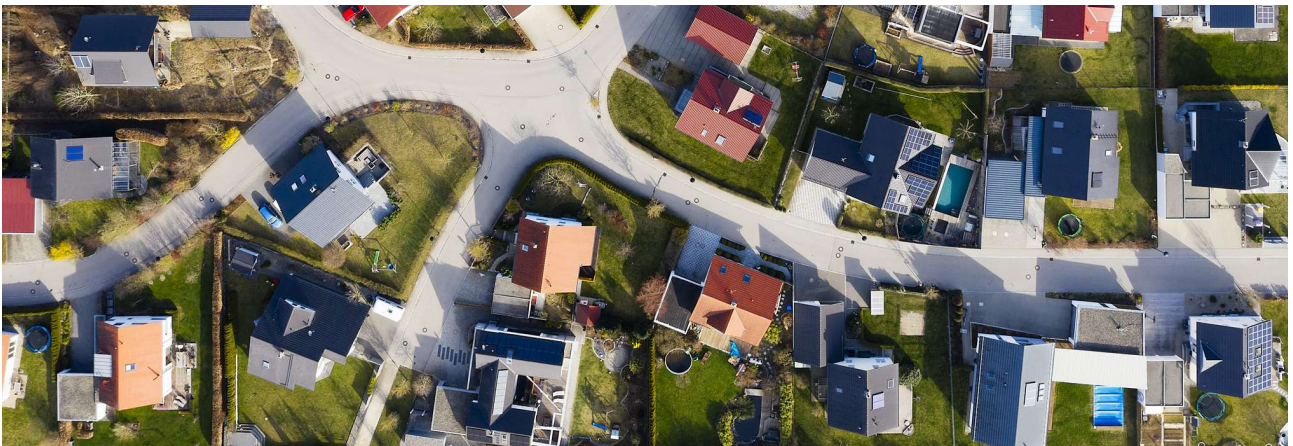
**Requirement:** This client was looking for good technical, well-connected savvy bankers across multi-levels and multi-specialisms. Some roles were remote, some office based.

**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	





## 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	



# 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:

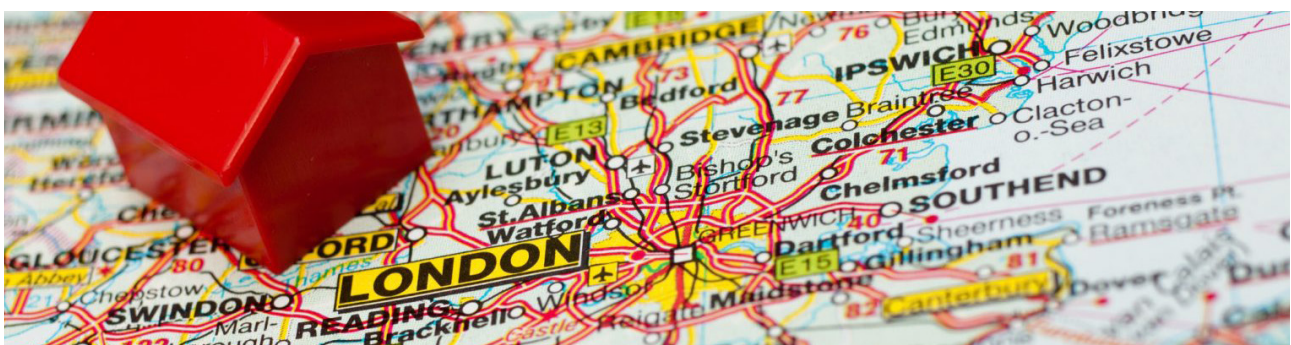
- UK head of business development responsible for sales, marketing, and product management
- A business developer with a strong real estate finance background and an appropriate broker network for the bank's customer base
- A senior credit underwriter experienced in real estate finance in UK commercial 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





# 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.

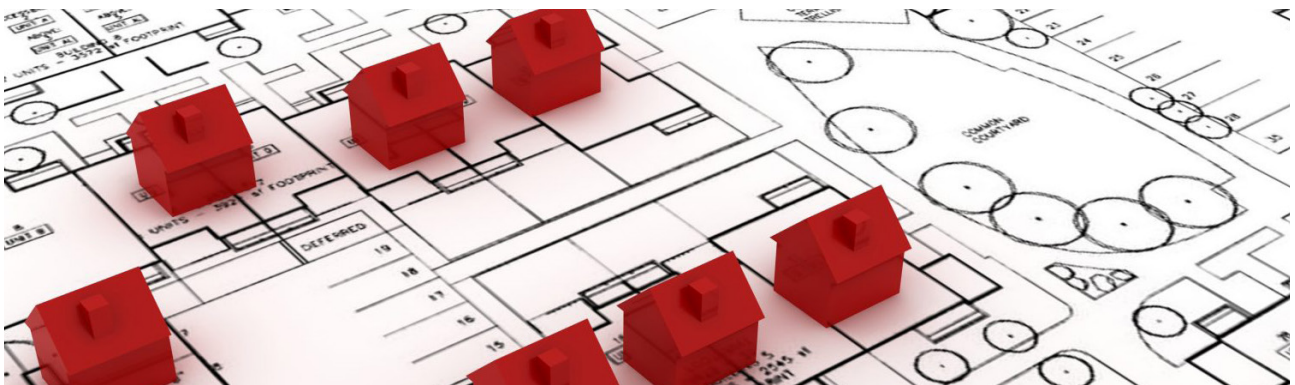
**Solution:** Although established, the property development finance market is relatively small – the challenge was finding highly qualified credit experts willing to move to an unknown lender. We used every available resource and wide-ranging experience to secure candidates who were precisely the right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





## 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	





## 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.

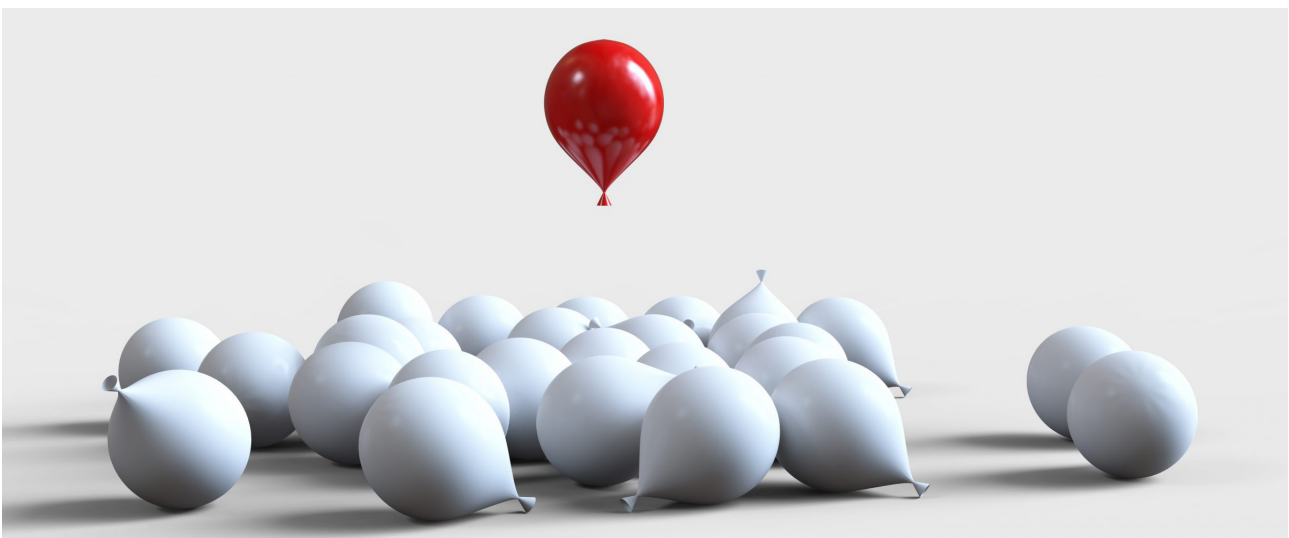
For the business development role, someone with an entrepreneurial flair and a risk taker, ruled out big bank candidates.

**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





# 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





## CAREER MANAGEMENT AND TALENT ACQUISITION FOR THE BANKING & FINANCE INDUSTRY



ENGAGING



DEPENDABLE



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SUSTAINABLE