



# EXAMPLE MANDATES AND PLACEMENTS

## START-UPS



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## 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.

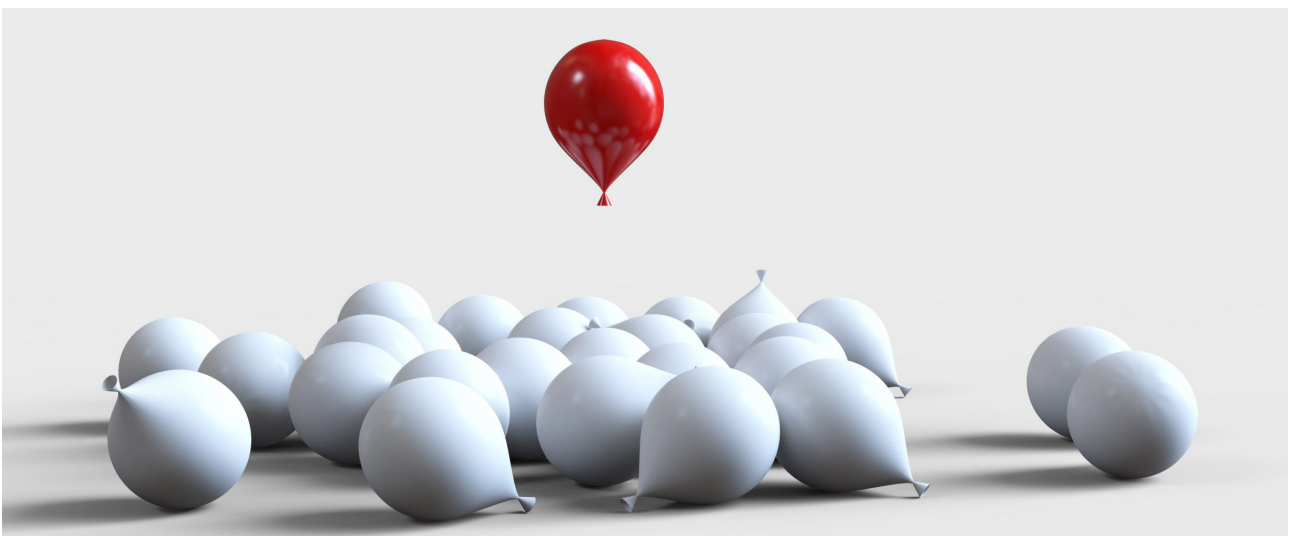
For the business development role, someone with an entrepreneurial flair and a risk taker, ruled out big bank candidates.

**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	





# 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





## FINDING PAYMENTS EXPERTS FOR A FINTECH

Our client is a FinTech within an established financial services company who was having difficulty recruiting a credit underwriter for their payments business in the thick of Covid.

**Requirement:** This was a particularly hard-to-fill role – their internal resourcing team and specialist recruiters in the payments space had not produced quality candidates. However, with our understanding of credit, we soon found the perfect candidate with the right background and experience.

**Solution:** We know that candidates need significant push factors to move jobs – in tough times, many talented individuals opt to stay put. We read the market accurately and provided a superior candidate experience to convince talented individuals to make that move.

**Outcomes:** Although we don't claim to be experts in payments (crucial for all applicants), we understand **credit**. We also understand **portfolio management** and **financial crime**, leading to three more hiring managers briefing Chamberlain on other vacancies. We followed the briefs closely and delivered small yet strong shortlists, filling all four roles with experienced payments specialists.

And the key takeaway? Our specialism in credit, portfolio management and financial crime for FinTech companies more than made up for our limited experience in payments.

### Roles filled:

Job title	Region
Credit Underwriter	London
Head of Portfolio Management	London
Portfolio Manager	London
Financial Crime SME	London





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



ENGAGING



DEPENDABLE



COOPERATIVE



SUSTAINABLE