

WELCOME TO STARFISH

We are proud of our 50 years' board level search experience, matching great leaders to strong organisations.





W elcome to Starfish. We have worked hard to build outstanding personal reputations for insight and expertise, professionalism, integrity, and relationships. We are proud of our 50 years' board search experience, matching great leaders to strong organisations. We work across all sectors, building strong and diverse boards ready for the future.

Society is changing radically. Increasing need, shifting expectations and the uncertainty of a post Brexit Britain are adding to the burden of those organisations serving it. Their leadership teams are critical and must reflect all the communities they serve. That needs a strategic approach and a willingness to address big questions such as social mobility. It demands genuine board diversity and ever improving culture.

We set up Starfish to help: appointment by appointment. We offer informed, skilled search for executive and non-executive leadership roles, and pride ourselves in giving balanced, trusted advice, and in our own high professional standards.

Starfish is an owner led business, reliant on the quality of our work, reputation and relationships. We believe that clients who trust our advice at the beginning of an assignment deserve that same expertise and judgement from start to finish. That means our directors are hands-on.

We also believe that our relationship with appointed candidates should extend past their decision to accept a role. We offer a year's informal mentoring support for everyone who starts a new role through us.

OUR PHILOSOPHY

Our business is committed to the long-term cultivation and development of a strong, vibrant and sustainable society. We work with organisations that want to make a positive difference in society and have a commitment to adding social value, be they private, public or voluntary.

Our clients share a commitment to social, economic and political progress. Our candidates – regardless of their professional background – all bring their social conscience to work.

We work with existing and emerging leaders, identifying potential and helping to build capability for the future. We want existing leaders from all backgrounds to be promoted and supported and new leaders to be encouraged to enter the frame.

We research the fullest range of candidate sources and consider every demographic, going beyond the obvious. We take a personal interest in our candidates and clients, are prepared to ask the difficult questions, and give our clients the highest chance of appointing the best, not the predictable.

We focus our energies on our clients' priorities: our most experienced team members work close to the people with whom we work, giving clients the best value for money.

Once appointed candidates can easily be forgotten: we make sure our candidates have the support they need to be successful.

We stay up to date with the issues of the day, with influential people who are thinkers and commentators on a wide range of topics.



WHAT WE OFFER

BOARD PRACTICE

We are particularly experienced in board building, and searching for individual appointees, part and whole non-executive teams, paid and voluntary. We bring a deep understanding of board development and leadership and focus on skills motivation and behaviour. We work with clients who want to introduce people with new experience and perspectives that will broaden and enrich their non-executive teams, including lived experience, worker representation and cognitive diversity. All our work is carefully tailored, with a highly personalised approach that secures commitment from candidates. As part of our service, we will talk to your executive team about how they can become trustees.

CHIEF EXECUTIVE SEARCH

Chief executives define, enhance and support the culture and impact of their organisations. Every chief executive role is different and our specialist search service for top leaders begins with an exploration of the role and its place in organisational context and strategy. We focus carefully on each client brief and determine the best potential sources of candidate for the role. We offer clear advice on marketing for the appointment. Our most senior people are actively involved in the search from start to finish. We make a rounded assessment of each candidate, balancing their leadership style, cultural fit and career goals with skills and experience. We offer a single point of contact for candidates during the process and stay close to our appointees to ensure their transition is successful. We provide informal mentoring support to every appointed candidate for the first year as part of our service.

LEADERSHIP TEAM SEARCH

Our work to build and strengthen executive leadership teams includes individual appointments, part and whole team recruitment. Every assignment starts with a review of existing organisational structure, culture and priorities, with rigorous planning designed to achieve the best appointments. We offer clear advice on marketing for each appointment. We aim to deliver balanced leadership teams, taking time and care to select a team with complimentary skills, experience and potential. We stay close to our appointees once they begin in post, and review progress regularly with the chief executive.

INTERIM TALENT

The recruitment of Interim managers has evolved enormously over the last decade. No longer are those individuals 'holding the fort' but are offering exceptional leadership at times of change and transition. Interims bring well-honed skills and expertise to your organisation at short notice without the overheads associated with employment. Interims are agile and flexible and are used to working to changing briefs and uncertainty. In our current society, which is changing radically, increasing need, shifting expectations and the uncertainty of a post Brexit Britain are adding to the burden of those organisations serving it. Interims can bring skills that you may not require full-time or for longer than a few months, for example Programme/Project Management, they can also provide coaching and mentoring support to individuals. Interims bring pace, innovation, fresh ideas and are highly motivated to deliver results. Here at Starfish we pride ourselves on working with the strongest talent on the market which has been developed over 14 years. We have an authentic and pragmatic approach to search, believing that the best results occur when you work in true partnership.

WHO WE ARE

JULIET TAYLOR, CHIEF EXECUTIVE



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Juliet has worked in the field of leadership and board search since 2003. She previously held roles in the private office of The Rt Hon John Denham MP and the Media and PR Team of a major national charity. Juliet has a strong interest in leadership and board development and has written extensively about it. Her specialism is board building. She has worked with numerous chairs, non-executive directors, trustees and chief executives to create high-performing teams, holding exceptionally longstanding client relationships. Juliet enjoys bringing leaders and opinion formers together for debate and is committed to supporting women who want to access boards. She will qualify as a board level executive coach and mentor in 2019 and holds a BA in English and Politics (The Queen's University, Belfast) and an MA from the University of London.

GRAHAM GOODWIN, CHAIR



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Graham's early career was in the British Army where he served for nine years with tours in Germany, The Falkland Islands and Northern Ireland. He subsequently joined PricewaterhouseCoopers' Executive Search Practice, rising to become Director of its regional search business in the UK. In 2002, he formed GatenbySanderson which went on to become one of the UK's leading search firms. As its Managing Partner, he developed it from a blank page start up to a team of 95 before selling it in late 2014. Graham has a wide range of business interests from agricultural to commercial, retail and residential property. He is the Chair of a Not-for-Profit historic rally company, Rally the Globe Ltd. He has always maintained a strong interest in people focused service companies, both from an investment and mentoring perspective, and gives support, guidance and strategic direction to the Starfish Board.

KATY GIDDENS, DIRECTOR



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Katy has specialised in board and executive leadership recruitment for over 14 years, working with a broad range of clients. She has a strong track record and ongoing interest in supporting the transition of leadership talent between sectors and leads our work with chief executives and the development of their executive teams. She has worked with many leaders to help them develop outstanding, diverse boards and, throughout her career, has built many enduring partnerships with organisations and individuals. She continues to be motivated by the diversity of the organisations she works with and by the positive impact their leaders can have on society. Katy previously held senior development roles at UCL, the Specialist Schools and Academies Trust and the British Museum. She holds a degree in Philosophy and Sociology (Bristol).

CATHERINE KIFT, DIRECTOR



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Catherine brings 18 years' experience in leadership recruitment with particular expertise in securing interim executive leaders for clients across a broad range of sectors and disciplines at board level. For the past four years she has specialised in recruiting for the Not for Profit Sector, securing roles for some of the leading interim Chief Executives from across the voluntary, public and private sectors. Catherine prides herself on her authentic and pragmatic approach to search, believing that the best results occur when you work in true partnership – interim leaders and managers are often required at times of crisis or change, and the context of the role can often be a critical factor in the shortlisting process. She has a strong interest in changing trends in leadership and leads our analysis in this space, including the rise of millennial leaders. Before moving into the search industry, she worked in the private sector for Patientline and Corus UK. She holds a degree in Sociology and Social Policy from Cardiff University.

ROB STIRK, FINANCE DIRECTOR



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Rob has been a qualified Chartered Accountant for 18 years working in a variety of businesses across different sectors, including pharmaceuticals and logistics. With a Law and Business Studies degree from the University of Birmingham, for the past 10 years he has been a Financial Controller in the recruitment sector. In addition to dealing with all things financial, Rob's expertise extends to IT, Legal and HR. He has a post graduate diploma in Legal Practice from The College of Law York and has been an ACA qualified Chartered Accountant since Sept 2000.

KATIE NAPPER, OFFICE MANAGER



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Katie has over 16 years' experience in the customer service and office management varying from large multinational corporations to smaller, boutique companies. After spending nearly 9 years in Auckland, New Zealand, where she worked as an Assistant Product Manager at ANZ, Katie has been back in London for 5 years, 3 of which she was working as an Executive Assistant to the Leadership Team and Directors in a FST50 company. Katie has excellent relationship and organisational skills and thrives on ensuring high quality assistance and a smooth day at the office.

You might find Katie searching for her next European adventure, to discover new cultures and delicious food and wine!

LOREN PRICE, SUPPORT AND EVENTS



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Loren has over 12 years experience' in the recruitment industry, with 10 years working across Executive Search and Interim Leadership for a leading national public sector and not-for-profit consultancy. She spent her last four years in recruitment specialising in placing interim leaders at all levels of senior management, across all areas of specialism and professionalism. More recently she has worked for the University of Leeds in their Alumni and Development Relations Team, supporting the development of relationships with senior alumni around the globe.

HOW CAN WE HELP?

Can we help you find a new appointment? We are happy to share insights with leaders who are considering a change. We prefer to get to know you and your interests as well as your skills so you can consider all the possibilities and we can pick out the best roles or working culture.



OUR ADVISORY GROUP



KATHERINE RAKE

From her days as an academic, through her spell in government, to being a charity Chief Executive, to setting up a national statutory body and being a Trustee, governor and advisor, Katherine has always been focused on social purpose. She now works with public bodies, charities and foundations who want their good intent to translate into real change in the world around them. Her work with boards and senior teams creates the thinking space to look afresh at the challenges and opportunities ahead. She supports a wide range of organisations going through periods of change. Her work helps to provide new insight and connections that build confidence and equip people with the tools and skills they need to tackle old issues in new ways.



LIZ BARCLAY

Liz is a Radio and TV Broadcaster and Producer; writer and author. She is a passionate people person and works with Boards and CEOs on improving governance, trust and culture, diversity, customer understanding and engagement, and employee engagement – raising the bar across the charity, public and private sectors. She coaches in communication and presentation skills and chairs national and international conferences. Liz is Chair of the Money Advice Liaison Group and the Fair by Design Campaign to tackle the poverty premium; non-executive Director of the Lending Standards Board; member of the Fundraising Regulator Standards Board, The Equity Release Council Standards Board and the Ofgem Consumer Progress Panel; a Financial Inclusion Commissioner, Ambassador for the Money Advice Trust and IPSE the organisation for freelancers and the self-employed.



ESTHER FOREMAN

Esther has spent 20 years working in the not for profit, social enterprise and business sectors, running award winning campaigns, supporting enterprise and building teams. She founded the Social Change Agency in 2013 with a desire to combine organising, technology, communications and social enterprise to create a leading non sector-specific agency to improve movement building across the world. In 1995, she was the youngest person in the UK to be diagnosed with MS and continues to champion for better services and research for the MS community. Esther is a 2011 Clore Social Fellow; 2012 Winston Churchill Fellow, and 2013 School for Social Entrepreneurs Fellow and was recently placed in the Top Women in Social Enterprise. She is a former trustee of Genesis Housing Association and The National MS Society, and currently serves on the Board of The House of St Barnabas.



JUSTINE POWELL

Justine brings extensive commercial experience and a passion to promote women to senior level and board positions. She is a senior executive with 25 years' experience at the intersection of media and technology and is currently building a news and event business focused on developments in Big Data (Artificial Intelligence, Blockchain and Machine Learning) in Berlin. Justine was previously Managing Director for Handelsblatt Global, the English-language online publication of the German Handelsblatt Media Group and has held senior roles at the Associated Press, CNBC, BBC, and a film start-up, Iroko, focusing on Intellectual Property (IP) licensing and high value complex deal negotiations. She started her career as a journalist in radio and digital media. Justine is an Advisor for WLounge, a network supporting women in business and technology, helping to shape them into role models of the future. She was a Trustee and Non-Executive Director of MedicAlert, a social enterprise, for six years and holds an MA from University College London (UCL), BA from the University of Bristol and was a scholarship student on the Advanced Management Programme, from Oxford University's Saïd Business School.



WONDERING HOW WE CHOSE OUR NAME?

The starfish is a symbol of guidance, vigilance, inspiration, brilliance and intuition. For millennia it has represented safe travel over troubled waters, friendship to the impoverished and those in need, and been guardian to troubled seafarers. Through its powers of regeneration, the starfish is also an emblem of strength and longevity. In a social and leadership context, the starfish helps us think about the power of renewal through organisational change and shifting thought and attitudes.



GET IN TOUCH

Whether you need support to build or appoint to your team, are interested in joining The Network or want to meet us to talk about your own career, we would love to hear from you.

You can contact us at
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