

BOARD AND CEO RECRUITMENT WITH PURPOSE, SUSTAINABILITY AND INFLUENCE



Starfish is an
owner led
business, reliant on
the quality of our
work, reputation
and relationships.

Welcome To Starfish

Starfish search was created to deliver board level recruitment with purpose, sustainability and influence. We're a boutique firm working across all sectors.

We work with organisations that directly or indirectly serve the public interest where our strength in providing tailored solutions is most valued.

What makes us different is our team, our passion for our work and our relentless focus on quality. Our clients choose us because they know we're invested in their organisation's success and deliver results. Our Directors manage their own searches, ensuring that our clients benefit from their judgement and depth of market insight.



About Us

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.

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How We Work

We work to strengthen the connection between the recruitment of great leaders and social change. We work across all sectors. We are as experienced at working with non-executive boards as we are with executive leaders to achieve this. Our focus is on giving balanced, trusted recruitment advice grounded in insight and common sense. This ethos is reinforced through the people we hire for our search and interim talent teams. Starfish Search actively engages with leaders and opinion-formers on the big issues and co-creates topics for debate with them. We put our relationships at the heart of our work: as an owner led business, we are reliant on reputation and relationships.

Our four practice areas are:

- ★ Public Policy and Influencing
- ★ Social Business and Sustainability
- ★ Arts, Culture and Heritage
- ★ Social Sector

Executive Board Search

Executive leadership teams define, enhance and support the culture and impact of their organisations. Every Chief Executive brief is different and our approach to the search begins with an exploration of the role and its place in organisational context and strategy. Our Director team brings deep experience of understanding how organisational context naturally influences who is suitable for a leadership appointment. Our approach pays attention to leadership style and potential as well as skills and experience.

We offer
informed,
skilled
search.



Interim Talent

Recruiting interim managers has changed beyond recognition over the last decade. Organisations often require exceptional interim leadership during change and transition in uncertain times. Our dedicated interim practice offers extensive networks of proven leaders available to take on shorter term assignments. We specialise in interim CEOs, Directors and Change Managers.

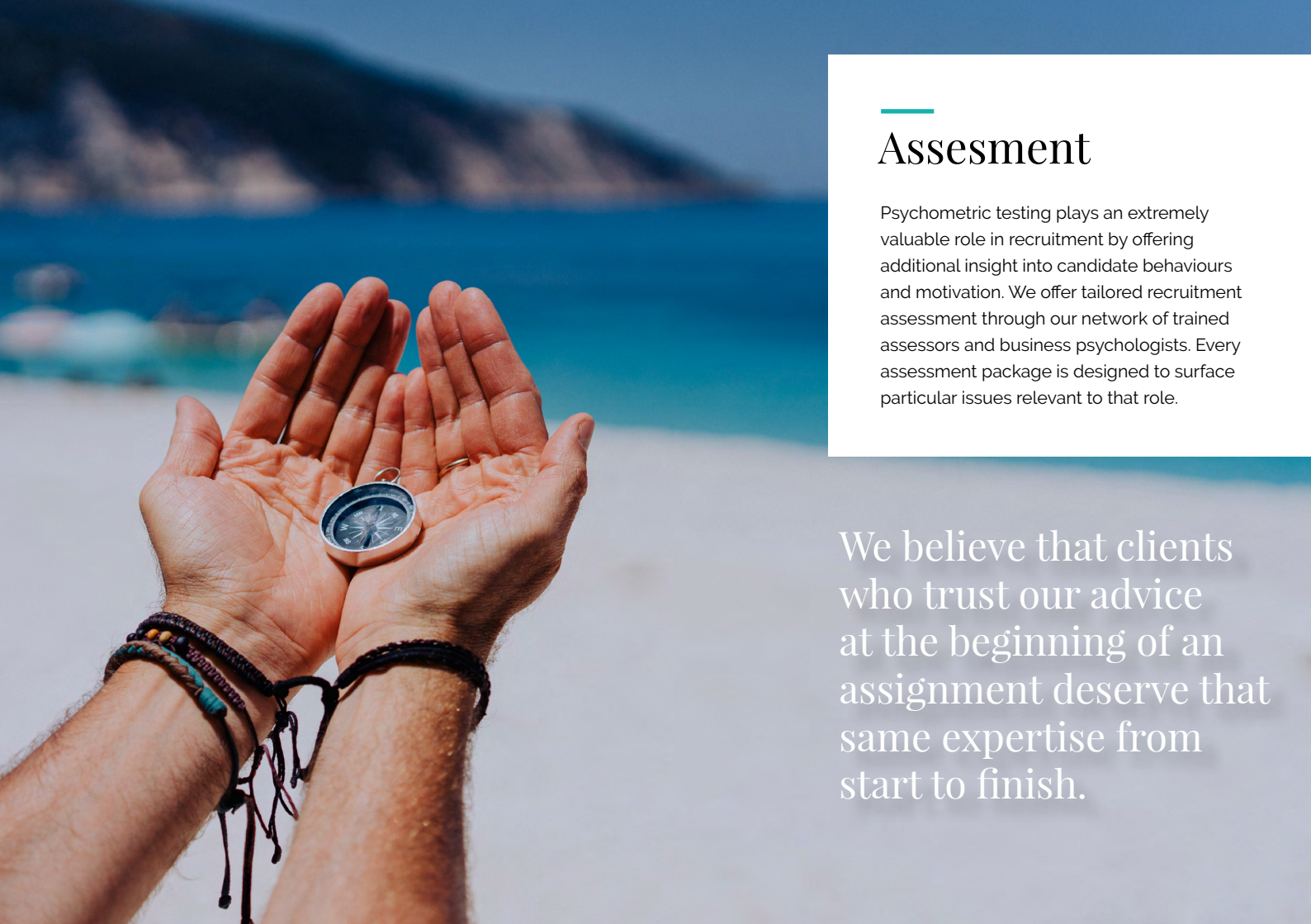
Every brief
is different
to the next.



Board & Development

Our team offers deep insight and expertise in board building and search. We handle individual and multiple appointments, paid and voluntary. We are skilled at finding talented people who offer complementary and contrasting experience in any board setting. Diversity in its truest sense remains a priority for exceptional search and we have years of experience of securing candidates from underrepresented groups and searching across all demographics.

We also offer an advisory service. We support clients who wish to handle the search process themselves, but require specialist advice and guidance. We are also carrying out work to support clients who wish to review their current non-executive teams and governance arrangements and offer this on a bespoke basis.



Assesment

Psychometric testing plays an extremely valuable role in recruitment by offering additional insight into candidate behaviours and motivation. We offer tailored recruitment assessment through our network of trained assessors and business psychologists. Every assessment package is designed to surface particular issues relevant to that role.

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Discreet Search

Not every role we handle is advertised. Starfish Search is also trusted by clients to carry out discreet engagement projects behind the scenes. Not every client wishes to draw attention to their search activity. We can work with you to manage your relationships at the highest levels, delivering light touch search with diplomacy.

Why Starfish?

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.





0203 971 083
www.starfishsearch.com