

Senior / Principal Consultant - Executive Search





About us

Faerfield helps solve key leadership challenges, enabling organisations to build teams that deliver better services. We support organisations to acquire new senior talent on both an interim and permanent basis, whilst supporting them to maximise the performance of existing colleagues. We focus on the behaviours, values and attitudes which define effective 21st century leadership – whatever someone's background.

Over the last three years we have established ourselves as trusted partners to local government and the wider public and not for profit sectors. Our relentless focus on high quality engagement with everyone that connects with our business has helped to fuel our growth. We are human beings, so we don't always get it right, but we understand that building relationships of trust with those we work alongside, creates long term value for everyone.

To continue our journey and help more people, we are looking for new colleagues to join us. As you might expect, we are open minded about people's backgrounds. We believe that attitude, values and behaviours are more important drivers of success than simply skills or knowledge which can be learnt or experience that can be gained in the right environment.

Why join us?

- You'll join a team that works together, with a sense of common purpose. We strive to always support each other to thrive, not just as employees but as people.
- We believe in individual talent, and we will put trust in you and help you fulfil your potential. We also recognise the importance of a team in delivering success, and you will have the opportunity to learn from successful, highly rated colleagues with decades of experience to share.
- We use an agile business model, offering you the opportunity to work in a way that suits you. We will give you everything you need to comfortably work from home; however, we also have modern, practical workspaces in Birmingham and central London that you can also use.
- You will be working with some of the highest profile leaders across the local government and not-for-profit sectors, helping our clients build high performing executive teams. As a result, you will be helping to make positive change in communities across the UK.
- You will be able to contribute to the growth of a successful, compassionate business that prioritises people over profit. We know that better decision-making comes when different voices are heard. Your input, knowledge and experience will be valued and encouraged from day one.
- We believe in the principles of social value and provide opportunities for everyone in the business to contribute to wider society in a variety of ways.
- Our clients come from all walks of life and so do we. We are looking for great people from all backgrounds and experiences to enrich not only our work, but our lives. If you share our values and want to make a difference to people across the country. Faerfield is the place for you.



Role Profile

Role:	Senior / Principal Consultant - Executive Search
Reporting to:	Partner
Salary:	Competitive, depending on experience
Location:	Agile with ability to travel to either Birmingham or London

Purpose

Through leading recruitment projects and supporting the wider business, you will help our clients solve key leadership challenges. You will attract, assess and support high quality candidates through a recruitment process, helping the leaders in the organisations we work with build high performing teams that make a difference.

Progression

This role provides an opportunity to take responsibility for your own client portfolio whilst developing a deep understanding of how we work with clients, candidates, and our other key stakeholders. As a senior member of our consulting team, you will add value to the whole business, contributing to our business development strategy and improving our products and services. Success in this role will provide the platform to develop further and take the most senior roles in our organisation.

Priorities

- Demonstrate and live the Faerfield key behaviours and ways of working and contribute to the overall development and success of the organisation.
- Work collaboratively with colleagues across the business to develop and execute a business development and key account plan that supports the overall Faerfield mission and business plan.
- Work within a collaborative account management approach to seek new business opportunities, developing lasting partnerships of trust and confidence, leveraging the Faerfield brand.
- Win recruitment mandates through drafting executive search proposals and responses to tenders, defining appropriate strategies and articulating the Faerfield proposition.
- Attend client presentations and demonstrate the value that Faerfield can add.
- Attend client briefings, encouraging our clients to articulate the skills and experience they are seeking along with the values, behaviours and attitudes would enable new hires to succeed in their organisation.
- Help shape recruitment briefs and develop propositions that will create interest amongst the target audiences.
- Work alongside colleagues to define project plans, generate candidates whilst keeping hiring managers up to date with progress through weekly formal reporting and regular dialogue.



- Help to assess candidates through initial interviews, reporting on your findings and working closely with clients through the selection process to the final stages and offer.
- Support candidates throughout a recruitment process to ensure they can give their very best through regular dialogue and purposeful feedback.
- Ensure projects are delivered to the highest standards and that client and candidate satisfaction levels are sought and feedback acted upon.
- Demonstrate and actively work to develop and maintain a high level of sector and/or discipline knowledge.
- Use our CRM system effectively for day to day recruitment, business development and financial management, contributing to good corporate knowledge management and efficient delivery of projects that delivers long term value to our clients.

Attributes, skills, knowledge and experience

Faerfield is a growing company with an emphasis on ensuring the best possible experience for clients, candidates, and participants. Whatever your background, we are primarily interested in your values, attitudes, and behaviours. These should be centred around quality, professionalism, customer service, tenacity, resilience and drive. We want you to support our continued growth and to grow with us, developing and learning new skills to ensure consistent high standards and continuous improvement.

Essential

- A track record of developing long term relationships of trust and confidence within a multi-stakeholder environment.
- Learning oriented with a strong appetite to develop your professional knowledge, skills and understanding.
- The ability to assimilate complex briefs, undertake detailed and relevant market research and propose appropriate courses of action.
- Ability to think creatively and use initiative to solve problems and offer advice and guidance.
- Excellent verbal communication, written and presentation skills.
- A clear commitment to equality, diversity and inclusion.

Desirable (but not essential)

- Relevant recruitment experience gained either in an agency/consultancy or within an in-house / human resources environment.
- Experience of working in or with the public and not for profit sectors
- Experience of working close with senior decision makers



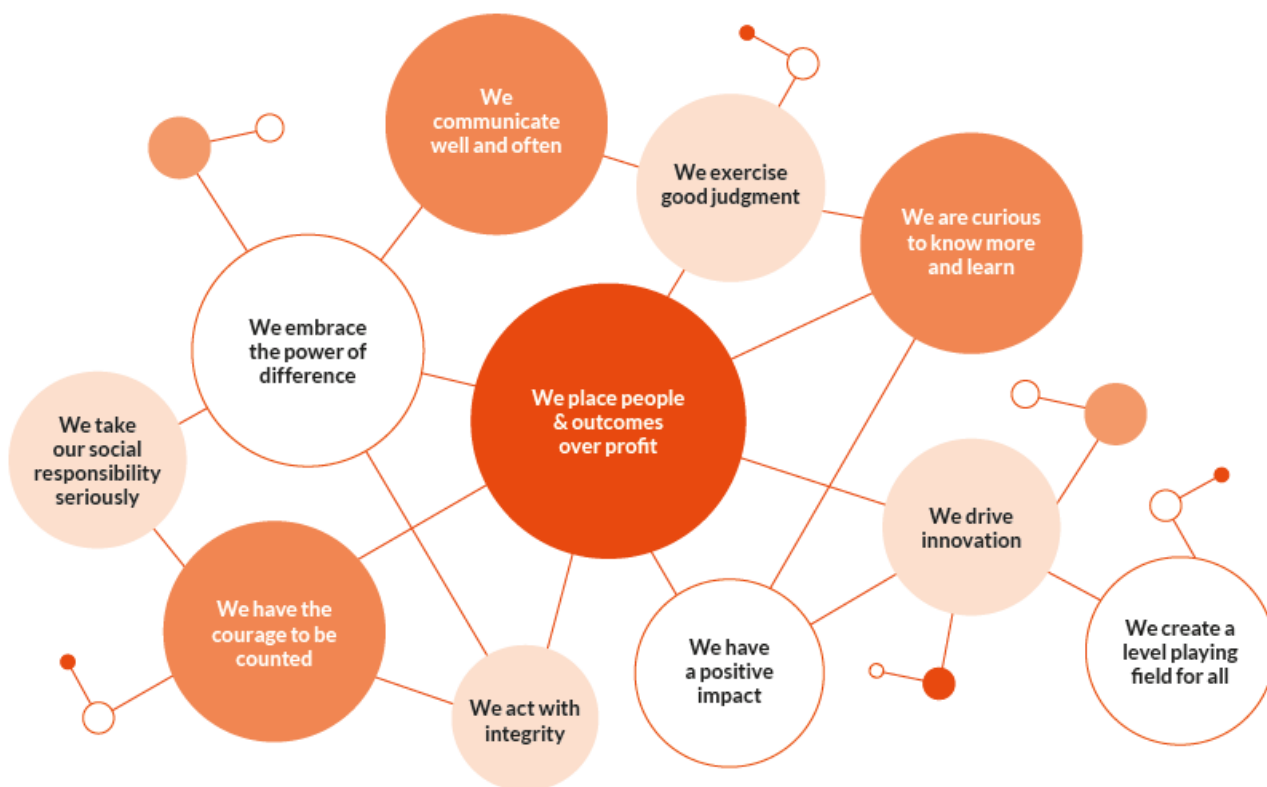
Our commitment to diversity & inclusion

We are committed to creating a diverse and inclusive team that respects and embraces difference. We know that the different perspectives our colleagues bring from different backgrounds helps to create a culture where everyone thrives, and which leads to the best possible service to our clients and all those we work with.

If you have a disability or health condition that requires accommodation or reasonable adjustments made during the recruitment process, please let us know by emailing: blucas-buckley@faerfield.co.uk.

The way we work

Our shared experiences have led us to believe in key behaviours or ways of working that we seek, respect and reward.



Please read our [Privacy Policy - Internal Recruitment](#) to understand how we will use your personal information during the recruitment process.

Main terms and benefits

Salary:	Competitive, depending on experience
Annual leave:	25 days plus bank holidays
Pension:	Up to 5% matched contribution
Loyalty days:	One additional day of leave added each year to your annual entitlement after each year of service up to a maximum of 5 days
Community days:	Up to two days for you to contribute to wider society. This might be your contribution to a charity or a local community group.
Additional reward:	All colleagues participate in additional reward schemes which recognise individual, team and company performance.
Development opportunities:	We are committed to your personal and professional development and will consider supporting your study or training if it aligns with the Faerfield mission.



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