

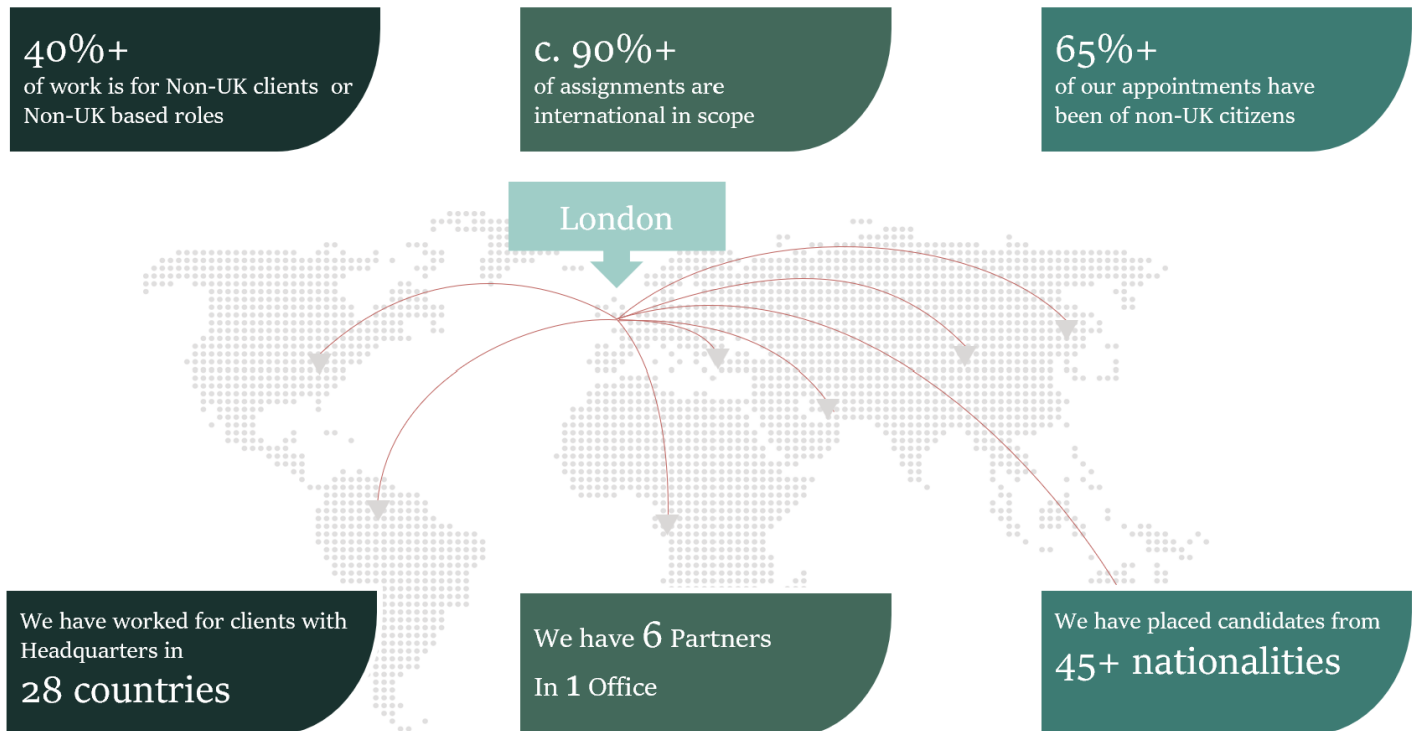
Consultant



Overview

MWM Consulting is the UK's leading boutique search and Board advisory consulting firm. In our search work, we advise on the appointment of top executive and functional roles, as well as Chair and Non-Executive Director positions. As Board advisors, we act for a number of the largest companies in the world with a focus on Board performance, capability and succession planning, as well as conducting senior management evaluations.

We have placed over 20% of FTSE50 Chairs, including the Chair of the London Stock Exchange, BT, Vodafone, Rolls Royce, and HSBC. Outside of the UK, we have appointed Board Members at Roche, Goldman Sachs, Nokia, Zurich, Temasek, and Credit Suisse to name a few. We also work extensively for mid-cap enterprises, private and family companies and leading private equity firms. For more information please visit www.mwmconsulting.com.



What we do

Executive Search

- ▶ CEO, CFO and general top team succession
- ▶ Leaders on the diversity agenda; founding supporters of Parker “Change the Race Ratio” initiative

Non-Executive Search

- ▶ Chair and NED appointments
- ▶ We are co-authors of the Women on Boards directive

Board Consulting

- ▶ Board Effectiveness / Board Reviews
- ▶ Management Assessment
- ▶ Talent Mapping

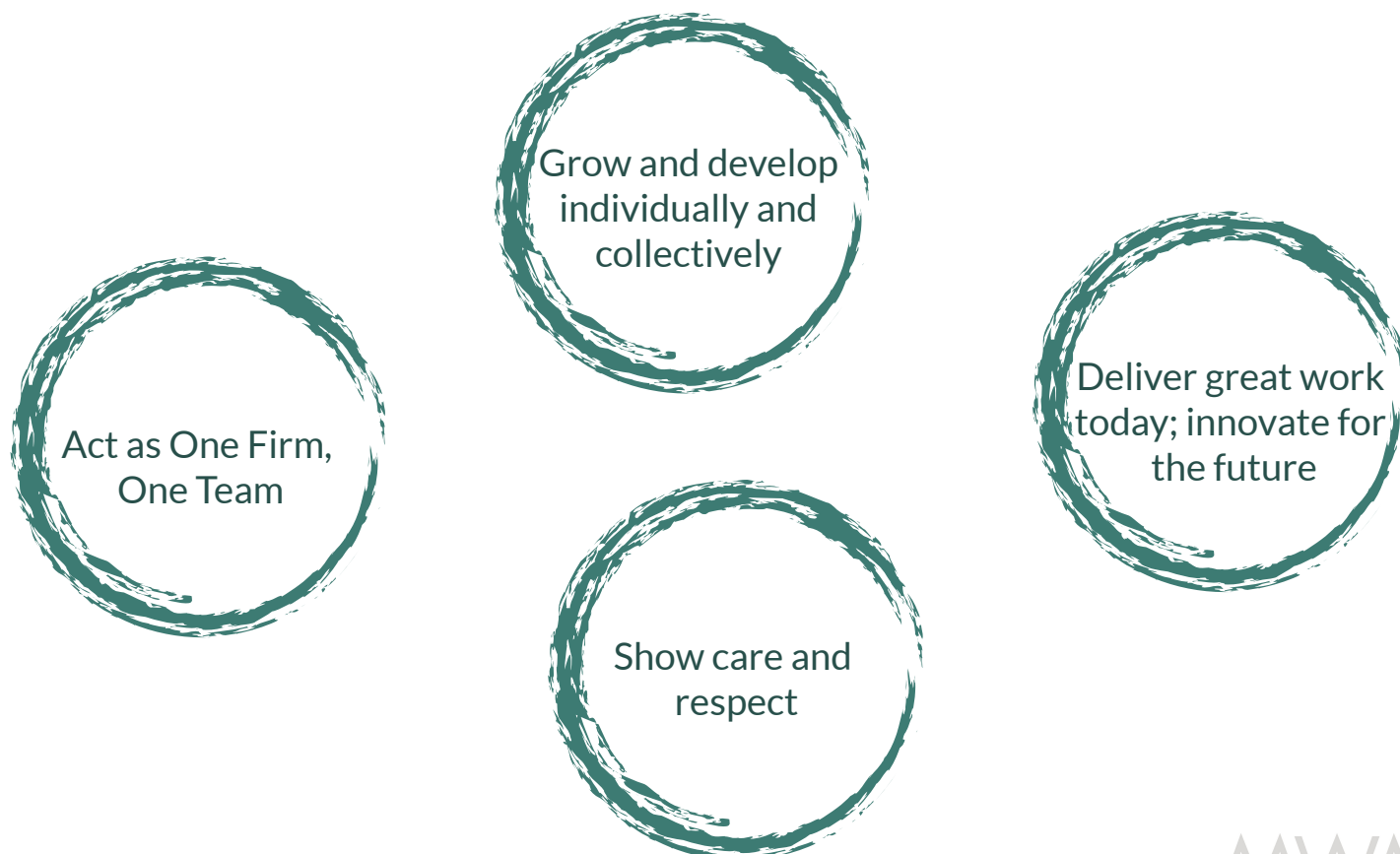


Purpose

Our purpose is to build outstanding leadership teams for our clients. We do this by:

- 1 Forging trusted relationships through the quality of our advice
- 2 Being distinctive in our approach - insightful, creative, challenging, and ambitious
- 3 Nurturing an inclusive culture that enables growth and development, supporting and empowering people to deliver their best work

Behaviours & Values



The Role

We are looking to recruit a Consultant who will work alongside the Partners to oversee the successful delivery of searches. Key responsibilities:

Execution

- Supervises (teaches and mentors) researchers throughout the search process
 - develops the search strategy and sets a positive example around process management, whilst also encouraging creative ideas
 - ensures that internal database is kept up to date and the Partner is regularly updated on progress
 - drives pace and quality of delivery of the internal work produced and adhering to timeframes
- Responsible for contact with and management of candidates through a search process to final placement including the negotiation of compensation
- Responsible for delivering high quality written work at all stages of the search (pitch, proposal, update documents, candidate reports and references)
- Conducts in-depth interviews
- Demonstrates sound judgement throughout the process
- Completes robust referencing
- Negotiates successful close

Marketing / Relationship Management

Responsible for the development of existing client (elephant) accounts as well as starting to generate a small number of new relationships

- Proactively creates cold marketing leads
- Develops deep knowledge of clients' businesses and the issue and individuals within them; translates these relationships into business development opportunities
- Extends client interaction, for example through lob-ins

Knowledge

Brings breadth of knowledge across sectors and functions, with domain expertise in one or two areas

- Act as an advisor to key clients over the long term, able to offer strategic advice on board composition, the evaluation of individuals and teams and board succession planning etc
- Acts as a sounding board for existing clients on effective solutions to general business and human resources issues

Personal Impact

- Acts as a mentor to researchers and promotes best practice
- Valued as a sounding board to partners
- Makes a valued contribution in internal and external meetings
- Presents to clients and interacts with candidates with credibility and authority

Values

- Demonstrates integrity and respect
- Promotes teamwork and collaboration
- Communicates professionally and effectively across the firm
- Display personal accountability

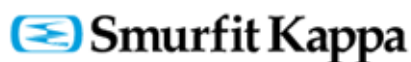
Candidates will have a degree from a leading university. They will bring the maturity to deal with senior business leaders, together with outstanding communication skills. Key attributes include strong work ethic, a collaborative approach, energy and resilience, intellectual edge with a willingness to learn, a naturally inquisitive nature, and a broad interest in business.

Package:

- Market leading (base + annual discretionary bonus)
- 10% non-contributory pension
- Private Health Care
- Cycle to work scheme
- Two work from home days a week
- Cooked lunch provided every Thursday
- 25 days holiday, increasing to 28 after 1 year + bank holidays



Companies MWM has acted for



GlaxoSmithKline

