

Our higher education team

Alex Stewart

Leads our higher education team. Since joining Saxton Bampfylde in 2003, after a career in the senior Civil Service, she has advised on over 30 appointments of vice-chancellors/ heads of institution: this includes universities from all mission groups and publicly funded research institutes.

Stephen Bampfylde

Co-founder and chairman of Saxton Bampfylde. A leading member of our HE team since 1989, with over 25 years' experience in top-level executive search following an earlier career with HM Treasury and IBM.

Hamish Laing

Hamish joined the team in 2008 bringing 11 years experience of search across the commercial and public sectors. Since then he has undertaken a series of successful searches, across a range of senior academic and non-academic posts, including at VC level.

Jonathan Morgan

Jonathan is a member of the HE consulting team, having joined the firm as a researcher and subsequently worked as executive assistant to the Deputy Chairman. He also works across the private and wider public sector.

Victoria Goodsman

Victoria has over 23 years experience in executive search and is the senior research associate within the HE team.

Anneliese Marsden & Emily Gould

who have the important task of ensuring outstanding administrative back-up for the team.

Saxton Bampfylde

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Executive
Search
in Higher
Education

Your starter for '10

It is no exaggeration to say that the higher education sector is facing the most difficult external financial environment of recent years. Unprecedented public sector debt is shrinking government support, students and their families at home and overseas may be weighing the long term advantage of education against shorter term expedients, the financial assets and options of commercial partners and of philanthropic donors are being squeezed as never before. The challenge is exceptional.

At the same time, those institutions that can weather the storms will need to remain at the top of their game and to emerge tougher, stronger, better focussed. Leadership will be at a premium as never before, as will outstanding operational support. Recruiting, retaining and motivating the best staff to help ensure successful futures has never been so important – but tight budgets will mean that every appointment must be absolutely right, first time around.

We can help you. The best academic talent may be reluctant to move from relative security to pastures new: well-informed advocacy will be all the more important to attract and engage their interest. The need for organisational

efficiency will demand functional excellence in areas such as finance and HR: our reach across the commercial, government and wider not-for-profit sectors ensures that we can identify and attract candidates who match strong professional experience with the cultural sensitivity to operate in an HE environment.

Our expertise in advertised recruitment can also offer a cost effective approach where the market is likely to be buoyant.

And we have a collective 50+ years' experience of attracting top candidates to senior academic posts including over 50 vice-chancellors and heads of institution.

We know that in a difficult market, selling is as important as buying. We help you to package the role and the institution in ways that will be honest and attractive and will unpick the issues that are really important. Our unique research model coupled with our hub-and-spoke approach to global search means that we can identify and engage candidates, and manage any obstacles that might influence their interest. And we work in partnership with you to deliver our shared outcome – a strong candidate who will be effective in bad times and in good.

Here is a snapshot of recent successes

“ The consultants had a very real empathy and passion right from the start, and in fact, that continued all the way through. They were very personable. ”

University of Aberdeen
Principal & Vice-Chancellor

University of Birmingham
Pro-Chancellor

University of Lincoln
Vice-Chancellor

University of London
Vice-Chancellor
Dean, School of Advanced Studies

University of Northampton
Vice-Chancellor

Royal Holloway
Principal

University of Oxford
Warden, Keble College

University of Sussex
Heads of School of Psychology;
Education & Social Work; Life
Sciences; Law, Politics & Sociology

University of Tasmania
Pro Vice-Chancellor (Research)

**And our current clients
include:**

Bangor University

Brunel University

Queen's University Belfast

University of New England

University of Oxford

University of Surrey

Executive Assessment

Saxton Bampfylde's occupational psychology team has an established track record of working with chief executives and leaders of large organisations that have complex operating environments and demanding stakeholders – and that includes Vice-Chancellors.

In our experience, the more senior the position, the greater the risk attached to making the wrong appointment and the greater the benefit derived from taking the right decision. Our team is independent from test publishers and has access to the full range of psychometric tests currently available – both personality assessments and ability measures.

International search that really works ...

We continue to refine our definition of 21st century global search, and work closely with our hand-picked international partners to ensure that we can bring a shared knowledge and commitment to excellence to the benefit of all our clients. Our unique hub-and-spoke model guarantees collaboration not delegation – our clients always know that their search is in the hands of colleagues working as a global team. We look forward to talking to you about how our approach can help you to cover the most relevant international markets.

... and back-office support you can rely on

No compromises here – we know that our clients appreciate the peace of mind that comes from the well-oiled engine of good administration. We have worked hard to ensure that our client communications, candidate care, paperwork and delivery on deadlines all match the high quality of our consulting and research expertise.

“ Saxton Bampfylde helped us with the panel composition and the panel went well. The psychometric exercises were very good and we heard from the candidates that they were all very positive about their experience. ”

For further information on our work in higher education, please contact the head of our practice, **Alex Stewart** on **+44 (0)20 7227 0814** or email **alex.stewart@saxbam.com**