

## Our team

Depending on the needs of a client we draw on expertise from across our consulting team. Colleagues who work in the not-for-profit space include:

Aelf Hardyment  
Alex Stewart  
Ann Bourne  
Amy Nutt  
Deborah Loudon  
Hamish Laing  
Imelda Napier  
Jonathan Morgan  
Kai Adams  
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Executive  
Search in the  
Not-for-Profit  
Sector

# Recruiting the best in the not-for profit sector

Saxton Bampfylde is a multi-disciplinary search firm and our work is split 50/50 between commercial and not-for-profit organisations. With a 24 year track record in not-for-profit search, we continue to be driven by our mission to “*change the world by changing leaders in interesting and important organisations*”. We partner these bodies in the charitable, arts, government, health and education sectors.

## Our difference

We have a near perfect (97%) track record of helping our clients make successful appointments compared to a sector average of just 70%.

One researcher, one job! We allocate a dedicated researcher to every job, where across the executive search sector researchers typically work on six to eight projects at once. Our researchers focus on just one assignment at a time, single-mindedly, until the job is done.

We are equally in tune with the commercial and not-for-profit sectors, which enables us to bring breadth as well as depth in the business of attracting talent to our clients.

Strength in research means we can seek out the best leaders regardless of race, gender, age, beliefs or usual suspects. In fact a recent government audit found us to have the industry's leading diversity practice.

*“ I have worked with Saxton Bampfylde on a number of assignments and have always found them professional and creative. They are not deterred by the difficult or technical roles, in fact they will rise to the challenge and persevere until a solution is found ”*

# A snapshot of our recent appointments

## Recent Chief Executive roles

Addaction  
Art Fund  
Barnardo's  
Bible Lands  
Business in the Community  
Cancer Research UK  
Christian Aid  
National Gallery  
ODI  
Queen Elizabeth Foundation  
Royal British Legion Industries  
Royal Star and Garter Homes  
Sainsbury Family Charitable Trust  
Sense  
Sutton Trust  
Shaw Trust  
The Children's Society  
WWF

**Our experience includes finding talent for wide-ranging roles including Directors of Finance, Resources, Fundraising, Research and Communications**

## Recent Non-Executive Chair and Trustee Board roles

Arthritis Research Campaign  
Circle Anglia  
Citizens Advice  
Crime Reduction Initiative (CRI)  
The Land Restoration Trust  
Lloyds TSB Foundation  
Marie Curie Cancer Care  
National Gallery  
RAC Foundation  
Refugee Council  
Royal Commonwealth Society  
Royal Society of Arts  
Sense  
UnLtd  
WaterAid  
Willow Foundation  
WWF

*“ 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. ”*

## Executive Assessment

Saxton Bampfylde's occupational psychology team has an established track record of working with chief executives and leaders of large organisations which have complex operating environments and demanding stakeholders

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.