

# Executive Search Researcher

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**Work for a business you co-own. Grow intellectually, emotionally and spiritually. Change the world a bit. Life's more interesting working at Saxton Bampfylde.**

## WHAT WE ARE LOOKING FOR

We are looking for both graduates and people with prior business experience to join our research team. Candidates need to be presentable, articulate, proactive and curious. They need to be able to hold their own with the best and brightest and must be comfortable communicating on the telephone as well as face to face. In addition candidates will have an empathy for others, a commercial awareness, a desire to work in a firmly team based environment and the ability to convey ideas, as well as facts, succinctly and persuasively.

Researchers are naturally curious and enjoy learning about the world around them. From an early stage we give researchers a great deal of responsibility and autonomy: they must be able to meet these challenges with a keen attention to detail, an ability to work under pressure to tight deadlines and a high level of self motivation.

## THE ROLE

Research is at the heart of what we do. Our research team is responsible for identifying and developing candidates, and acting in support of business development activities through maintaining a broad, sector oriented knowledge base. Research is primarily conducted through direct contact with potential candidates and sources on the telephone, and supported through tools such as our database, the internet and various industry publications.

Unlike many other search firms all of our researchers work across sectors and with all members of the consulting team. We can find ourselves searching for a HR Director for a FTSE company, and the director of a national museum the next. The variety of the work is one of the most appealing aspects of the role. We work on one project at a time, doing up to 3 weeks of intense research; this allows us to really get to know a particular market, comprehensively mapping that particular universe uncovering the very best possible candidates.

## THE RESEARCH TEAM

We employ almost twice as many researchers as consultants, a model that makes us unique in the market place. We currently have a team over 20 researchers who have come to us via a range of career paths. Our team is hugely diverse in terms of age and experience: from graduates to career researchers who have been in the business for over two decades. We are proud to welcome people from all walks of life. There are opportunities for clear progression or to become a career researcher.

The research team works across three primary locations, London, Edinburgh and Guildford as well as employing experienced home based workers. Despite this geographical spread, we the team are a strong, collegiate group.

We have a rigorous training programme to offer new starters, combined with weekly development sessions. We offer the outstanding prospects you would expect from the first top ten search firm to have qualified as an Investor in People. We are also proud to have signed up as a firm to the National Equality Standard, which was developed with the CBI and Equalities and Human Rights Commission. [www.ey.com/uk/en/home/national-equality-standard](http://www.ey.com/uk/en/home/national-equality-standard)

## ABOUT

**“We exist to change the world by changing leaders in interesting and important organisations. At the same time we aim to create an environment wherein all members of our community can grow to their fullest extent emotionally, intellectually and spiritually”.**

Saxton Bampfylde is a top UK search firm with global reach and a modest mission to change the world. Since our establishment in 1986, we have stayed true to our founding principles, namely our dedication to a unique and genuine search process that is different to our competitors, and our commitment to providing the highest quality service when advising on board level roles for our clients.

In 2014 Saxton Bampfylde became an employee owned organisation. The business is held in trust for our Partners – currently a team of over 70. In what we believe is a first in the executive search industry, we have an elected Trustee body who have oversight of the strategic objectives and values of our business.

For further information about us please refer to our website [www.saxbam.com](http://www.saxbam.com).

## SALARY

**Edinburgh office:** £23,000 starting salary + discretionary bonus and benefits

**London office:** £25,000 starting salary + discretionary bonus and benefits

Our benefits include:

- 5% employers pension
- 4x Life cover
- Long term sickness cover

Additional benefits upon successful completion of the 6 month probationary period.

- Private medical insurance
- Give As You Earn
- ½ a day per month to commit to a charitable cause
- £500 clothing allowance
- Health club membership
- Ride to Work scheme
- Various other staff benefits like Company Away Days, Team Away Days, meals cooked by our in-house Michelin trained chef, and the opportunity to work flexibly

## HOW TO APPLY

To register your interest, please send your CV, a covering letter and the completed equal opportunities form to [hr@saxbam.com](mailto:hr@saxbam.com) with the reference **RESEARCH2018**.

## SOME OF OUR RECENT CLIENTS:

