

RECRUITMENT



HUNTSWOOD



LUKE WARNER
HEAD OF RECRUITMENT

ACHIEVING THE RIGHT FIT FOR YOUR BUSINESS

Recruiting for specialist positions can be a challenge. Finding the right employees with the relevant mix of skills and experience, and the right cultural fit, is not a straightforward process.

This is further complicated by complex and constantly evolving regulatory requirements, which affect all levels of a business.

In particular, there is an increasing focus on senior management from a compliance perspective, which means that hiring decisions for senior-level roles need to be more rigorous than ever.

This also places pressure on operational and technical roles as they need to understand and successfully implement regulatory requirements.

Hiring the right person will help to ensure you are well placed to deal with regulatory developments, benefitting your firm from a compliance, commercial and reputational perspective.



OUR SERVICES

WITH OUR
UNIQUE BLEND OF
RECRUITMENT EXPERTISE,
AS WELL AS INDUSTRY AND
REGULATORY KNOWLEDGE,
WE ARE IDEALLY PLACED
TO SOURCE HIGH QUALITY
CANDIDATES FOR YOUR
BUSINESS - ON A PERMANENT
OR INTERIM BASIS



ELENI CHAMBERS
RECRUITMENT CONSULTANT

OUR SERVICES

RISK MANAGEMENT

Recruit skilled risk professionals to help identify and mitigate potential issues before they occur.

We help you find the expertise to spot potential issues in new and existing products and processes to mitigate loss to your business.

We recruit for the following risk management roles:

- CONDUCT AND REGULATORY RISK
- OPERATIONAL RISK
- CREDIT RISK

REGULATORY CHANGE

Make the implementation of specific regulatory requirements more efficient and ensure your firm's overall standard of compliance.

We assist your firm in finding the resource to evaluate current products and processes, develop policies and manage the transition towards embedding new rules.

We provide experts spanning:

- CUSTOMER EXPERIENCE / CONTACT CENTRE
- BUSINESS / PROCESS IMPROVEMENT (LEAN)
- BUSINESS TRANSFORMATION
- TRAINING AND DEVELOPMENT
- SALES PROCESS DEVELOPMENT
- PROGRAMME / PROJECT AND CHANGE MANAGEMENT
- BUSINESS AND PROCESS ANALYSIS (NON IT)

COMPLIANCE AND GOVERNANCE

Source regulatory experts to support your short or long-term approach to compliance.

We help you find the ideal candidate to manage your firm's compliance and governance matters, to ensure your firm is meeting regulatory requirements.

We ensure your firm has the pick of high-calibre personnel in the following areas:

- COMPLIANCE, ADVICE AND GUIDANCE
- COMPLIANCE MONITORING
- COMPLIANCE POLICY
- TRAINING AND COMPETENCY
- QUALITY ASSURANCE / CHECKING
- PARAPLANNING
- FINANCIAL PROMOTIONS
- COMPLEX COMPLAINTS (ACROSS ALL PRODUCT TYPES)

FINANCIAL CRIME

Hire senior level regulatory experts to help you react to the ever-evolving nature of financial crime.

We help you find the right people to combat financial crime and the losses associated with it.

We provide regulatory experts in:

- ANTI-MONEY LAUNDERING (AML)
- FRAUD
- SANCTIONS
- ANTI-BRIBERY AND CORRUPTION (ABC)
- INFORMATION SECURITY

AUDIT

Ensure your systems and controls mitigate future conduct risk, or expedite the process of self-auditing using industry experts.

We will find individuals with the knowledge you require to effectively identify any issues and rectify them.

We source specialists in:

- INTERNAL AUDIT
- EXTERNAL AUDIT
- IT AUDIT

OTHER SPECIALIST ROLES

On-board professional, knowledgeable experts to support your compliance, risk or business change work.

Regardless of the industry you work in, we can find ideal candidates for your operational and regulatory roles.

We provide experienced candidates in:

- OPERATIONS MANAGEMENT
- MANAGEMENT INFORMATION ANALYSIS AND REPORTING
- ROOT CAUSE ANALYSIS

HUNTSWOOD, YOUR RECRUITMENT PARTNER

Huntswood has been recruiting operational and regulatory experts for a wide range of firms in different regulated industries since 1996. We have supported some of the world's largest financial institutions and utilities suppliers as well as smaller advisory firms and other regulated organisations.

We have built up a reputation for intuitively and consistently matching our candidates'

strengths to our clients' requirements quickly and effectively; something that our clients value given the changeable nature of regulation and operational best practice. We rarely send more than three CVs for client consideration. Over 50% of candidates put forward in the last year were invited to interview, with 1 in 3 being placed.

OUR TEAM UNDERSTANDS THE REAL ISSUES WHEN IT COMES TO REGULATION AND THE INDUSTRY

MORE THAN JUST A RECRUITER:

INDUSTRY AND REGULATORY EXPERIENCE

Our recruitment team are experienced, personable and diligent. They take their time to understand your business, and use their vast knowledge of the recruitment market and the industries we operate in to find you the right person. We continuously engage with trade bodies and regulators to understand what is affecting your sector, and what the regulator expects from your employment process and firm.

SUBJECT MATTER EXPERTISE

Our team's in-depth knowledge of recruitment is supported by a detailed understanding of the regulatory and industry issues impacting your business. The team works alongside our consultants, including our Financial Crime Risk unit, ensuring they have a thorough understanding of regulation and the business environment.

LONG STANDING CLIENT RELATIONSHIPS

We retain the clients we work with and some have been with us for over 16 years. We build strong relationships with clients - typically 25% of roles with us at any one time are on an exclusive basis. In addition, clients value having a named contact who stays with them throughout the hiring process.

WHAT YOU CAN EXPECT FROM WORKING WITH HUNTSWOOD:



TECHNICAL UNDERSTANDING

Our knowledgeable recruitment consultants have an expert understanding of both the industry and regulation, ensuring that we can quickly understand and act on your requirements



ATTENTION TO DETAIL

We undertake a full evaluation of your needs to source candidates that are an optimal fit for your firm and culture



RAPID RESPONSE

We source candidates quickly and within agreed timescales, and ensure recruitment negotiations are completed efficiently



QUALITY CANDIDATES

We send a maximum of 3 CVs for consideration - we only shortlist high quality candidates that are an exact fit for your needs



DANIEL SAUNDERS
SENIOR RECRUITMENT CONSULTANT

ABOUT HUNTWOOD

Huntswood is the UK's leading specialist resourcing and consultancy firm focused on governance, risk and compliance in the areas of regulatory conduct and financial crime.

Our ambition is to enhance the reputation of our clients with their customers, people and regulators. We do this by helping firms quickly and effectively react to regulatory issues, with high quality, swift intervention; develop and embed appropriate systems, controls and processes to ensure robust governance and oversight; and better manage ongoing regulation.

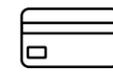
Our services encompass:

- BUSINESS ASSURANCE
- COMPLAINTS
- CULTURE AND PEOPLE DEVELOPMENT
- FINANCIAL CRIME AND FRAUD
- PAST BUSINESS REVIEW AND REMEDIATION
- RECRUITMENT
- REGULATORY SERVICES

We operate across financial services and other regulated industries:



**BANKS AND
BUILDING
SOCIETIES**



**CONSUMER
CREDIT**



**GENERAL
INSURANCE**



**LIFE AND
PENSIONS**



**WEALTH AND ASSET
MANAGEMENT**



ENERGY



TELECOMMUNICATIONS



WATER

Firms choose us because we're a regulatory specialist with a successful track record of helping firms of all sizes. They value our clear view of best practice and its execution, drawn from our wide-ranging client exposure.

Ultimately, we deliver: clients attach great value to our agile, action-oriented and straightforward approach - and collaborative, client-focused culture - delivered by exceptional people with extensive regulatory and corporate experience.

OUR KEY DIFFERENTIATOR
IS OUR ABILITY TO COMBINE
IN-DEPTH TECHNICAL KNOWLEDGE,
AGILITY, OPERATIONAL
EXCELLENCE, INTEGRITY AND DEEP
RELATIONSHIPS WITH OUR CLIENTS
AND PEOPLE - FOR THE BENEFIT OF
OUR CLIENTS





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