



Berwick Partners
an Odgers Berndtson company



Working for us





What
we do
matters

Berwick Partners

Welcome

As one of the UK's top executive search firms, we are always on the lookout for the best people to support all aspects of our business. Whether you are at the start of your career or looking for the next step, Berwick Partners offers a range of opportunities for talented and ambitious recruiters.

Our business is built around excellent individuals who give our clients a top-rate service. We interweave the advantages of high quality, challenging work with a friendly working environment and good work/life balance; making Berwick Partners a great place to work.

We provide a comprehensive range of benefits and a fabulous suite of learning & development initiatives. Internal communication is important, and we are constantly updating employees on what is going on, utilising all forms of technology: group messages sharing our international successes, weekly update emails and bi-weekly 'coffee hugs'. We have an annual all-company offsite update in the summer, a Berwick two-day offsite away day, bi-annual business updates and quarterly business reviews. Each office and practice team have regular events and we have an active CSR group that drives initiatives and fund-raising activities throughout the year. If this sounds like this could be a great fit for you, we would love to hear from you.

Warm regards,

Debbie Sutton

Chief of Staff

Who we are

Berwick Partners is a division of Odgers Berndtson. We operate a 100% retained search model and believe we stand out in a congested market by offering a quality and client-led service for senior leadership hiring.

We are experts in senior recruitment; we understand the markets in which we work, yet we are never complacent about the importance of listening and learning. At times we need to advise and at times we need to challenge; we always need to deliver.

We are a national firm with offices in London, Birmingham, Leeds and Manchester. We collaborate and work closely with Odgers Berndtson, benefiting from their brand, reputation and work. We share a database, offices, CSR initiatives, events and away-days.

Berwick Partners has built an excellent reputation for filling senior management and executive positions across a number of different sectors. We have split our market into three main areas: Commerce & Industry, Public Sector and Functions. We believe that this structure offers clients the opportunity to tap into sector specialists and functional experts as the mandate dictates.

We are passionate about what we do. We understand how important it is to deliver the right outcomes for clients and candidates and we take pride in the quality of our work.

What we do matters.





Berwick Partners
Away Day

Official Attempts



WORLD
RECORD
BREAKERS

Official Attempts



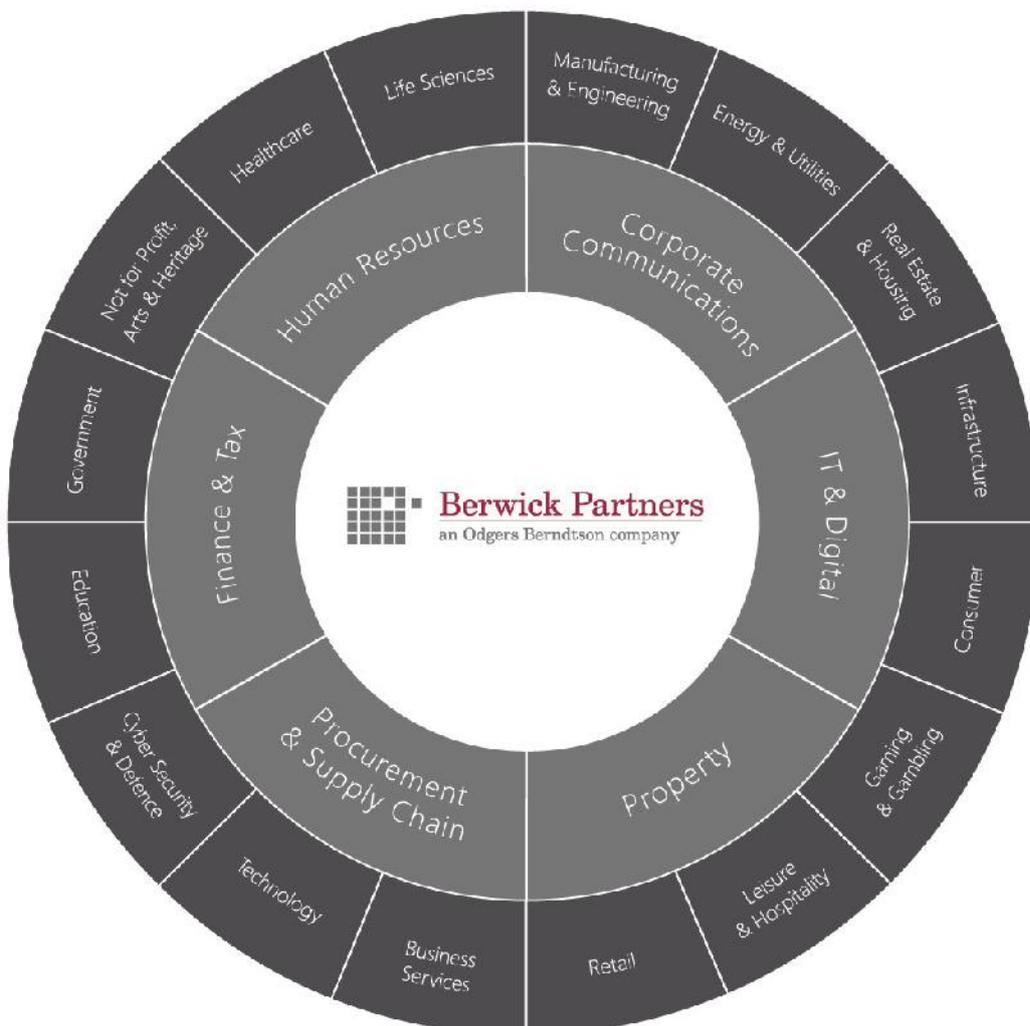
WORLD
RECORD
BREAKERS

What we do

We secure exceptional leadership talent

Whether our clients are recruiting for senior management or board positions, strong leadership is essential for long-term success.

At Berwick Partners, we work with and advise a diverse client base. In the private sector, our clients range from multinational and listed organisations, through to regional and privately held SMEs and start-ups. In the public and not for profit sectors we work with the largest Central Government departments, regional NHS Trusts, educational institutions and the smallest of charities and trade associations.



How we do it

Everything we do at Berwick Partners is retained. We challenge our client's assumptions and bring valuable industry insights to help them define each role, create a job specification and outline the candidate profile.

We minimise the time and input required by our clients

Our rigorous process uses a combination of research, personal contact and networking to identify, assess and validate the best possible people. Our clients only invest their time in meeting the highest-calibre candidates. All of the administration associated with interviews, assessments, offers and rejection, as well as references, qualification checks and due diligence are taken care of by us.

We help our clients with making the right decision

Each assignment is managed by an experienced Consultant who help our clients evaluate each candidate. Our Consultants' broader market view can provide a different perspective to help our clients make the right decision.

We deliver exceptional value and a high-quality service

We know the cost of a poor hire can be significant, so we ensure service quality and client satisfaction remain at the heart of everything we do. We constantly review our performance and regularly conduct a number of client audits to ensure our clients continue to receive top-quality service.



A
culture
to help
you grow

Working Life

At Berwick Partners, we have created a mature and “grown-up” culture, one where you are trusted to deliver without weekly targets and sales incentives.

We provide our consultants with a huge amount of support to enable them to be as effective as possible. We operate with rigour and professionalism whilst our infrastructure enables you to focus on your work; providing the headroom to build your brand without getting bogged down with stuff that doesn't add value. And across the UK business there is a network of more than 400 colleagues.

There is a real commitment to equality and diversity, our culture already has a strong focus towards inclusion as one of our core values – it's important to us and whilst it won't be thrown at you, you can feel it sewn into our DNA.

Flexible working and family

We understand that everyone has different family and personal commitments, from caring for an elderly parent, to looking after a young family. Our flexible working pattern, which allows working from home days and flex around start and finish times, has been designed to help manage the external work-life stressors.

We want to empower our people and create an environment of high trust and high performance. We wish to encourage a healthy lifestyle that facilitates a work-life balance, fosters self-development, and provides career growth whilst rewarding results and hard-work.

Inclusion & Diversity at Berwick

We have a genuine desire to create a more inclusive and diverse workplace where everyone has a sense of belonging. We strive to foster a culture that engenders innovation. Inclusion and diversity are at the core of who we are, and what we do.



Unlimited is our philosophy, our commitment, our call to action.

Our Unlimited Festival

Our Unlimited Festival is an annual global event, with the purpose to learn, share, and experience new things. It is a time to re-focus on the importance and significance of diversity and inclusion within Odgers Berndtson.

To maximise inclusion, all sessions are virtual and recorded, so our employees around the globe can access the content at a time that suits them.



Our Unlimited Allies

An ally within Odgers Berndtson is an individual who believes all colleagues should experience equality, fairness, dignity, and happiness at work. We currently have ten groups of Allies: Age, Disability, Ethnicity, Faith, Gender, LGBTQ+, Menopause, Mental Health, Neurodiversity and Social Mobility.

The ally groups are run by our employees, with over 25% of our workforce being a member of one or more groups.

It is our ambition that inclusion enables our people to contribute without limits, fostering the infinite potential of:

- **Our Colleagues** – championing the behaviours and values we believe in through our Unlimited Allies.
- **Our Candidates** – recognising their uniqueness and enabling their potential.
- **Our Clients** – accessing and creating the most diverse talent pools and recruiting the right people.
- **Our Communities** – reaching out to engage talent across the whole community.
- **Ourselves** – acting with integrity and committing personally to Unlimited and all that it means.





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