

Executive Recruitment

LOCAL GOVERNMENT PRACTICE

ODGERS INTERIM

BERWICK PARTNERS



There's a lot
you don't know
about us...

Experts recruiting experts.

Local Authorities occupy a unique place in the Public and Service infrastructure of the United Kingdom. The services commissioned and delivered touch everyone's lives and therefore the calibre of your senior leaders impact on us all.

Financial pressures, increasing demand and demographic change have all meant that councils are having to transform the way they do business. This new context for Local Government has made senior resourcing more important and challenging than ever.

Sensitive and difficult appointments require a high level of candidate engagement, diligence and professionalism from your recruitment partner. Similarly, there is an increasing demand and appetite to explore the transferability of skills from beyond the immediate sector; to broader public service organisations and the commercial sector.

Berwick Partners and Odgers Interim – both part of Odgers Berndtson, the United Kingdom's leading executive search firm – provide flexible solutions that will enable you to engage, attract and secure talented individuals who can lead, enable and facilitate the transformational change and to meet the need for those communities you serve.

Responsive and knowledgeable, our highly experienced team based in offices across the United Kingdom offers access to candidate markets beyond the traditional hunting grounds.

Our credentials speak for themselves

1 We are members of the ESPO framework, the Cabinet Office Call-off Contract and the London Borough's Recruitment Partnership.

4 By working closely with our private sector practice and specialist consultants in finance, HR, IT, health and education, we have access to a diverse range of candidates for every role.

“As a client I felt I was presented with a group of candidates that matched our aspirations. The vetting process was specific to our organisation and attention to detail meant that we were presented with a set of wholly employable individuals.”

**– Chief Executive,
Local Authority**

2 All our consultants are experts in their field with established track records of recruiting to a range of high profile appointments, both permanent and interim.

3 We are part of the Local Government community with a vibrant calendar of events that enable us to contribute to the ongoing development of the sector.

5 Our reputation for quality is based on our unrivalled research capacity and back office capability, both of which offer clients and candidates a truly personalised service.

6 We know that what we do matters and pride ourselves on our integrity and commitment to diversity at every level of our organisation.

Alongside our broad knowledge of local government we have developed strong specialisms in areas that go beyond recruitment to encompass mapping and advice as well as leading seminars to help the development of future leaders at Assistant Director and Director level.

It is this rounded approach – from placing dynamic permanent or interim leaders to facilitating transformation – that sets us apart.

Being part of a larger group means we can extend our search for extraordinary candidates beyond local government and into the broader public and commercial sectors. Cross-sector hires can add another, entirely fresh perspective to a role.

Everything we do at Berwick Partners, Odgers Interim and in the broader Odgers Berndtson offering, revolves around search intelligence: a robust yet creative approach to seeking out candidates through a process of collaboration, rigour, attention to detail and confidentiality.

So although we have extensive networks within the local government sector, our search will extend into directly and indirectly linked sectors, both nationally and internationally. More and more local authorities are looking to attract candidates who can bring private sector business transformation experience and honed business development skills into the local government space.

Recent examples of where we have achieved just that include the placement of a candidate with a real estate background into a high profile Development Partnership; a senior engineer from a major utilities company into a Waste Partnership and a retailer into a consortium of local authority purchasing departments.

Clients not only want a high quality and well-researched shortlist, but they expect creative thinking, different ideas and different types of candidates. Our dedicated research team not only has a deep knowledge of the specific roles that sit within local government, but also understand the need for transparency, confidentiality, professionalism and cultural fit.

Your appointment. Our reputation.



ODGERS INTERIM

There are times, of course, when a local authority may be looking for a short-term solution by making an interim appointment. As well as embedding good practice and leaving a legacy of improvement, interim executives are a cost-effective option. They offer flexibility and can provide a much-needed and rapid injection of experienced management skills.

“Odgers Interim seems to be able to match a candidate closely to what we require. They definitely have an understanding of service specific and the fact that you recognise them as a professional brand.”

– Corporate Director Performance,
Local Authority

The local authority landscape has radically changed in the past few years. The scale and scope of the roles that interims are now hired to undertake is quite different from that seen five or more years ago.

Whereas in the past the majority of interims filled roles within traditional council structures, the need for change has led to the creation of transformation programmes and a requirement for a different type of interim to lead them.

Commercially focused individuals with a track record of achieving ‘more for less’ have remained in assignment, particularly given that councils continue to cut the number of senior permanent roles within their organisations.

Odgers Interim specialises in finding these talented interim executives. As well as covering all professional disciplines and functions across local government from Chief Executive down, our interims have extensive experience in the design and delivery of complex transformation and efficiency programmes, performance turnaround and organisational design.

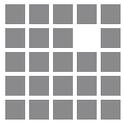
Our interims have led reviews and restructures of project management teams and have provided strategic advice and delivery on areas such as joint ventures, innovative special purpose vehicles, commissioning, procurement and the modernisation of services. In addition, we have provided lead consultants for lean efficiency programmes and interim executives who have led reviews and restructures of project management teams in areas such as regeneration and development, procurement, physical assets and more.

Our interims also offer coaching and support to senior Council staff on specific areas relating to new services and market trends.

“I would rate Odgers Interim as being better than most providers because of the high quality of the candidates that they provide.”

– Chief Executive,
London Borough





Berwick Partners

Berwick Partners leads the way in recruiting senior management and leadership positions across the public and commercial sectors. We support our clients to make key appointments which have a critical impact on their organisations.

Local Government

Berwick Partners are the division of Odgers Berndtson which recruits to the dynamic and evolving context of Local Government and related organisations. We have a highly experienced team of local government specialists deployed across the UK who offer knowledge, insight and constructive advice to clients.

We have strong links across the local government sector, hosting a number of high calibre networking events each year, as well as sponsoring the Annual LGC Awards. Our work goes beyond recruitment to encompass mapping and advice as well as leading seminars to facilitate the development of the future leaders at Assistant Director and Director level. We also have significant experience of helping organisations with joint and special purpose vehicles.

Transformation has also been one of the underpinning themes of much of the work we have done, and expect to do, over the coming years. We have supported Councils in appointing to joint Chief Executive roles, statutory posts and multiple roles simultaneously. We also have a strong track record in development and regeneration roles as well as public health, environmental and public / private sector venture appointments.

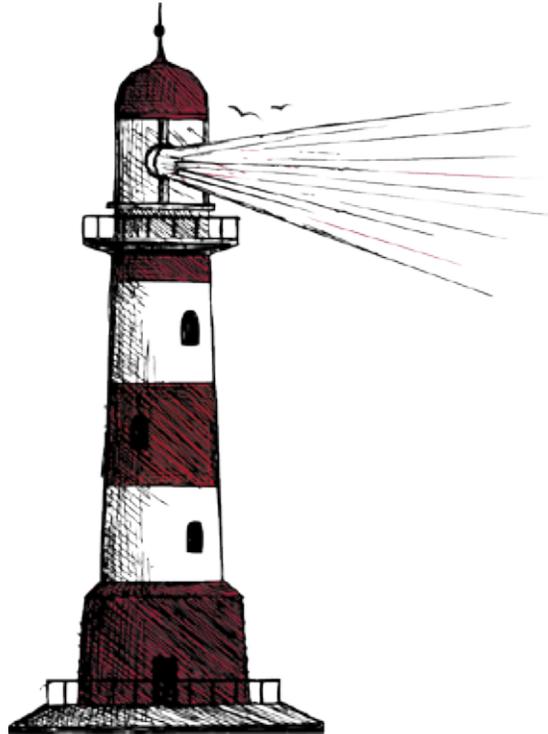
How Berwick Partners can help

Although we employ a multi-faceted approach to candidate identification and attraction, Search or headhunting forms the core of our strategy and we have an in-house team of dedicated specialist researchers to support this activity.

A fresh approach is used for every assignment, using our existing in-depth market knowledge, original research and recommendations from trusted sources. Creativity is paramount and our specialist public sector researchers not only have a deep knowledge of the specific roles that sit within Local Government but also understand the need for transparency, confidentiality, professionalism and cultural fit.

“Having recently needed to recruit a new permanent Head of Service, I was recommended to use Berwick Partners to help me... They were professional, helpful and responsive to our needs... The work that the team put in to proactively approach possible candidates has paid off and the post can be filled. I really don't think we could have achieved this without their help... I would definitely use the service again for those 'hard to recruit to' roles.”

**– Senior Manager,
London Borough**



Meet the team

Odgers Interim



Bambos Eracleous

Bambos leads the practice's Interim Management team and has over fifteen years' executive search experience. During this time he has been responsible for recruiting to a variety of senior roles for local authorities, arm's length management organisations and regeneration vehicles.

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Suresh Lal

Suresh specialises in sourcing Interims for our Social Housing sector and associated government / professional bodies. He has operated in this space for over 8 years and has successfully delivered on a number of strategic assignments across the UK. Working across all functions from CEO, Care and Support to Finance, Suresh uses his previous experience of auditing with the Audit Commission to enable the best transference of skills for a specific role.

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Rachel Osborne

Rachel leads on interim appointments within the Social Care and Education sectors. Based in Birmingham, Rachel also has a national remit in the appointment of senior interim executives across all functions for central government and public services clients for Odgers Interim, including the criminal justice sector. Rachel has specialised in the recruitment of interim managers for nearly 20 years, 10 of which have been for local government appointments.

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Poppy Wooldridge

Poppy is an Assistant Consultant within Odgers Interim based in London where she sources Interim Managers across the public sector. Poppy joined Odgers in 2013 as a PA for Odgers Interim's Managing Director and Partner in Healthcare. During this time she built strong relationships with current and prospective Interim Managers. Poppy attended Bradfield College, before going on to graduate with a BA in Business Studies at Bristol UWE.

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Berwick Partners



Jonathan Clark

Jonathan is the Managing Partner of the Public & Not for Profit Practice at Berwick Partners. He leads a team of sector specialists as well as being able to draw upon functional expertise from across the Group. Prior to joining Berwick, he spent the previous ten years as a Director at an executive resourcing firm where he recruited Chief Executives, Directors and Heads of Profession across the public sector and at the interface between the public and commercial sectors.

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Nick Cole

Nick is a Consultant based in Leeds specialising in senior management appointments in regional public bodies and local authorities. He has twelve years experience in executive search managing assignments in Adult Social Care, Education & Learning, Environmental Sciences, Economic Development, Safeguarding, and Transport & Highways as well as the full spectrum of functional appointments. He has also led District Council & CEO appointments in Allerdale, Craven, South Cambridgeshire, South Lakeland, West Lindsey and Wyre Forest.

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Anna Jay

Anna is a Consultant within the Public & Not for Profit Practice where she specialises in senior management appointments to Local Government and Public Sector bodies, predominantly across London and the South. Prior to joining Berwick, she spent almost nine years at an executive resourcing firm, where she recruited interim Chief Executives, Directors and Heads of Service across the Midlands and Wales, and change and transformation leads to the public sector. She has also been instrumental in designing and delivering development seminars for future public sector leaders, with a particular focus on Adult and Children's Services.

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Elizabeth James

Elizabeth has worked in executive search for nearly 10 years. She has supported clients in appointing to senior appointments across a range of sectors including Local Government, Education and Not for Profit.

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