



WHAT I DO



Senior and Mid-Level Recruitment Search

Operating independently and successfully via my own business for over five years, I work with my clients in partnership to help them find, entice and assess the key mid to senior level talent they need to grow, compete, innovate and hit project deadlines. My proactive and thorough recruitment search service targets busy and successful passive and semi-active talent who are not responding to adverts or just sitting on standard agency databases.

SAMPLE CLIENT CASE STUDIES



Richard Harris – Head of International Operations at Feedzai

(Feedzai is a leading data science company that uses real-time, machine-based learning to help payment networks, banks and retailers prevent fraud in e-commerce.)

"I have worked successfully with Sean over a number of years, so when I was appointed Head of International Operations at Feedzai and asked to build a business from the ground up, he was my first choice.

Sean's flexibility and attention to the detailed requirements I had, made it a quick process to get up and running to go after the right candidates. With Sean's tenacity I knew he would quickly identify, and bring in the right successful senior professionals for me. Sean delivered with his usual efficiency, meaning I could ensure I was running the business while he seamlessly managed the recruitment process in conjunction with my HR team. Enormous amounts of my time were saved and most importantly I secured the key senior talent I needed to launch my business in the UK. ..."



Tim Andrew – CEO & Founder – Localz

(Localz provides location orchestration platforms that power the last mile ecommerce experience. They won the John Lewis backed JLAB program and were selected by PayPal as one of five start-ups for their StartTank program.)

"Sean has successfully recruited two people to date for Localz and I imagine there will be more to come as we grow. We started working with Sean after receiving a personal recommendation (and after a number of false starts with other larger agencies).

By taking the time to meet and workshop with us to thoroughly understand what our specific needs were and providing advice on shaping roles to suit the UK market, Sean was then able to undertake a rapid and focused search and create a strong short list of candidates. I am happy to endorse and recommend Sean to businesses of any size."

AREAS OF SPECIALISATION

- By Function: Business and Departmental Leadership, Senior Sales, Pre-Sales, Technology Management, Operations, Product Development and Strategy.
- By Level: Director, Senior and Mid-Management, Senior Specialists.
- By Sector: Fintech, Technology, Ecommerce, Payments, Internet, Software, Telecoms.



CREDENTIALS

During a 25 year career in recruitment, I worked for several years as a London trained, retained head-hunter. I also went “in-house” for over three years at BSKyB and managed a team delivering 300 plus hires per year. I returned to my head-hunter roots with my own business in 2011. I hold an MBA from Warwick Business School and I am a Fellow of the Institute of Recruitment Professionals (FIRP).

- **25 years plus experience means that I can:**
 - Consult and advise rather than just passively receive specifications.
 - Know what to ask, to carefully qualify and what good looks like in terms of process and results.
 - Quickly build and maintain credibility with discerning senior candidates to “bring them to the table”.
- **Specialist sector and functional knowledge means that I can:**
 - Quickly understand briefs,
 - Utilise existing relevant networks even before I start new research,
 - Test for (rather than ask if), candidates have particular skills and competencies
- **An independent owner managed business means that I can:**
 - Choose to take the time to deliver a professional service without the corporate pressures of targets,
 - Provide a bespoke service underpinned with the passion for delivery an Owner/Manager brings,
 - Share the advantages of a low over-heads model with my clients helping them reduce Cost Per Hire

FURTHER CLIENT FEEDBACK



[Mark Brant](#), UK Managing Director – PayPal “Sean was a very effective head-hunter - taking me from Amex to PayPal ... good research got him to the right person and from then on he kept the process well-paced and clear, ensuring all participants were well informed throughout. He displayed a genuine desire to deliver for both parties not just for himself - as can be the case for some head-hunters.”



[Stephen Prendergast](#), Director, Operations Engineering, BSKyB “ ...He was firstly instrumental in recruiting me from AOL. Subsequently I became one of his key stakeholders and I worked with him both directly and indirectly via my team and his.

I have always found Sean to be a very competent and likable professional. He uses his considerable enthusiasm and experience to very good effect, via his team and directly, driving recruitment projects forward and delivering what he says he will deliver. Beyond the process he became my trusted advisor on recruitment related issues, not afraid to challenge in a reasonable way to provide expert opinion which helped inform my own decision making.



[Nick Adams](#), Head of Business Development – Ingenico “Sean managed my whole joining process at PayPal. From initial contact to beyond my start date he was totally thorough, informative, consultative and supremely professional. From a Candidate's perspective the whole experience was First Class. It is clear that he wastes neither client nor candidate's time- highly efficient. I would recommend you call him if you are looking for opportunities or need talent. A very well respected partner who consistently delivers, both from my own experience and from what I hear from third party clients. He's also a great guy!”

Please see my [LinkedIn profile](#) for 27 recommendations in total plus 300 plus endorsements.