



ZANDER SEARCH

EXPANDING A FORENSIC INVESTIGATIONS AND DISPUTES BUSINESS

SITUATION:

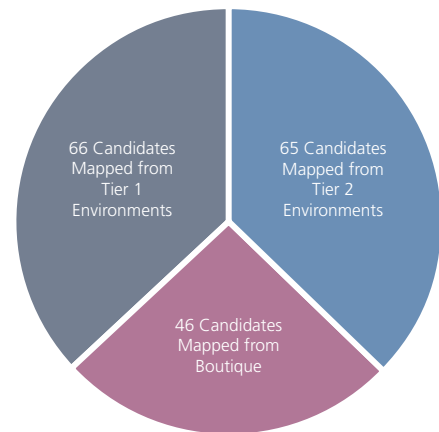
Our client was a leading global business advisory firm headquartered in the US with offices in the UK, North America, Middle East and Asia. Whilst our client already had a successful forensics business, they wanted to expand their international presence and sought to hire a senior Partner to help support the development and growth of the London-based business. An interest was also expressed in building a local team to focus on financial crime investigations, and so we were asked to provide any insight or data that may help shape our client's opinion on whether to invest in such a competency.

REQUIREMENT:

Zander were retained to map, identify and engage with a select group of candidates who were qualified to fulfil such roles. The brief focused on content and knowledge of Disputes & Investigations, a network and reputation within the banking space, along with the ability and drive to build and grow an international business.

SOLUTION:

Zander used a traditional search and selection programme to identify which of the potential candidates would be most suitable and on whom the search should focus the majority of its attention. We used our own network to source senior executives within the banking industry and legal profession and to gain personal insights into each of the individuals proposed on the extensive long list. We also used these conversations to gather anecdotal comments in order to help us build as broad an understanding of the candidates as possible.



Identified candidates split by business sector.

THE OUTCOME:

We presented a short list of five candidates which resulted in a successful hire. As a by-product of the search we also identified and engaged an individual who could help establish a dedicated financial crime practice. This resulted in a second hire being made.

THE CHALLENGES:

The initial challenges with this search were the finite number of potential candidates available and the importance of discretion required in its execution. Once the target candidate was identified and engaged, our focus shifted to the challenge of extracting an equity partner and creating a compensation plan in a PAYE environment that met both the client's and the candidate's needs.