

The role:

A Partner will be responsible for originating business and ensuring that those projects are delivered to the highest possible standard. Most importantly Partners play the role of a trusted advisor to our Clients. As a Partner, you are also expected to play an important role in developing less senior people in the firm, either through your market knowledge or your search experience. All Partners also have a role to play in helping set the direction of the firm.

Responsibilities include (but are not limited to):

- Build and manage relationships with Funds and Companies that mandate search work
- Create and Distribute content around the Market/Function that the Partner covers
- Build a business hiring plans to support revenue goals
- Promote the values of the firm
- Contribute to Corporate strategy
- Recruit and develop team members

- Work with/ advise client to construct the search brief
- Define and execute the executive search strategy
- Lead candidate interviews, qualifying against a rigorous set of criteria
- Write high-quality candidate brief, candidate summary and supporting documents
- Lead the shortlist presentation process
- Lead the offer negotiation process
- Conduct references (both formal and informal)
- Be the primary point of contact for clients and candidates throughout the search process where appropriate

- Maintain the integrity of the New Peak Partners database and intellectual property
- Contribute to the broader development of the firm (internal recruitment, training, marketing, etc)
- Build a reputation as a 'subject-matter-expert,' within the firm and externally
- Represent New Peak Partners at relevant industry events
- Act as a role model and culture carrier at New Peak Partners

Ideal candidate profile:

- This person will have been a Partner or Director in an Executive Search firm.
- A strong track record in origination, and building long lasting impactful relationships with clients
- This person will have an appreciation for quality delivery and understand how to get commitment from their team.
- The right person will be curious and have a view on the future of our Industry and the industries they operate in.