



Position Specification

Russell Reynolds Associates

Consultant

Private and Confidential

Our Firm

Russell Reynolds Associates (www.russellreynolds.com) is the premier provider of senior-level executive search and leadership advisory services, serving clients globally for over 50 years. We advise our clients on recruiting and retaining outstanding and impactful leaders, and help them to mitigate the risks associated with senior-level appointments.

We are a privately held firm with 46 offices across North and South America, Europe, and Asia/Pacific, covering all major business regions including Africa, Eastern Europe, the Middle East, and the South Pacific.

We leverage our consultants' collective expertise to identify and assess leaders who can support the growth and success of our client organizations. A global research network supports close to 500 experienced consultants. We lead 3,500 retained executive recruiting engagements annually, across a broad range of industries and functional roles.

Our success over the past five decades is attributable to the outstanding quality of our people, and a culture and business strategy focused on excellence in client service:

- We invest in long-term relationships, taking the time to gain a thorough understanding of each client's business goals and strategy, their position in the marketplace and business lifecycle, their competition, and their culture.
- We assemble the most effective team to serve on each engagement, based on the specific role, business area, and geography.
- We maintain an open dialogue with our clients and candidates throughout the search, ensuring expectations are met on both sides and ensuring a smooth transition through the final candidate selection and offer stages.
- We identify the most experienced and proven candidates: leaders who will make an immediate and significant impact on an organization. We understand the reputation, past experience, and competencies of each candidate.
- We develop market insights and deliver those to our clients, partnering with them to identify and meet strategic talent needs.

Why join Russell Reynolds Associates?

RRA is recognized as one of the leading senior succession, leadership, and executive search firms in the world. The firm has very strong relationships at the highest levels with leading global organizations, and thus we spend our time with leaders of the business community and successful executives. We only work on projects in which our clients retain us exclusively, and these range from Board of Directors/Chairman through CEO, business management and functional leadership (CFO, CMO, CIO, Heads of R&D, etc.) roles.

Our work is dynamic, analytical, highly interpersonal, and rewarding. We impact the success of the business and the individual.

Russell Reynolds Associates is owned by its Partners. All Consultants are brought into the firm with the intention that they can become Partners and owners of the firm in the future.

The Role of a Consultant at RRA

We solve complex leadership questions and work alongside CEOs, Chairs and other leaders of the world's top companies as they change both organizations and industries. Our leadership advisory consultants leverage industry knowledge and expertise to advise our clients on recruiting, developing and retaining outstanding and impactful leaders who will drive organizational growth and success. Throughout every

assignment, we consistently deliver insightful, impactful, and nuanced counsel to our clients, and to our candidates to ensure they have the best possible experience.

Our clients include Fortune 500 companies, venture capital and private equity-backed organizations, family businesses and premier academic institutions and nonprofits. Our firm is structured into vertical industry practices and horizontal functional practices. Consultants have/develop an expertise in at least one of these, which serves as a platform from which to deliver meaningful insights around industries, functions and executives.

In addition to executing assignments, as their careers evolve, consultants build and deepen long-term client relationships through high quality work and counsel, and the pursuit of various business development activities. Our senior consultants develop market-validated reputations for their expertise and are recognized by leading companies within their sector as trusted advisors.

Consultants hold internal titles based on levels of experience. Associates or Executive Directors typically have 8-15 years of total work experience before joining us, with relevant experience managing clients and leading relationships with C-suite executives. Those who join as Associates have held senior functional or project management roles and have held responsibility for the successful delivery of projects/initiatives involving tight timelines, diverse stakeholders, and stretch objectives.

Over time, and as their executive search expertise and client relationships develop, successful performers are promoted to our Executive Director and Managing Director levels. Compensation is similar to the model used by strategy consulting firms and investment banks.

Candidate Profile

Candidates may come from a variety of backgrounds including, but not exclusively:

- Executive Search
- Management Consulting
- Investment Banking
- Leading Corporations

Successful candidates will have a deep understanding of their industry sector. They will bring a demonstrable track record of success and achievement in all previous organizations, and likely have been a top performer relative to their peers. They will likely have worked at organizations with a global reach and mindset. Successful candidates generally have degrees from a renowned academic institutions, and often have graduate degrees.

Interpersonal skills are very important, particularly the ability to impact senior individuals positively and, over time, build strong relationships at the Board level. Listening and presentation skills are crucial. Candidates must be able to build rapport with a variety of different styles and personalities, using empathy, humour and a sense of urgency. Consultant candidates must have strong discipline and delivery skills, and be able to focus attention to bring projects to conclusion.

Successful search consultants come from a variety of experiences and paths, but show universal success in driving complex processes, delivering compelling answers, and growing deep relationships.

Specifically, we would highlight the following competencies as essential to the role:

- **Driving Results:** Rigorously holds oneself and others accountable for achieving high levels of individual and organizational performance.
- **Developing and Leveraging Relationships:** Creating and cultivating internal and external networks of people who contribute to your success.
- **Analytical Skill:** An expansive ability to handle complex and multi-dimensional problems, and to apply logic, analysis, and sound reasoning to solve those problems. Quickly absorbing new information and changing dynamics.
- **Impression and Communication:** Highly articulate and able to convey important messages in a clear and compelling manner. A strong, positive, and remarkable personal presence resulting from one's bearing, style, words or behaviour.
- **Empathy:** Understanding and accurately assessing the reactions of others, and incorporating those into actions and presentation.
- **Integrity:** Doing the right thing by others, having the courage of own convictions, and adhering to strongly held principles and values.
- **Entrepreneurial Drive:** Quick to seize and capitalize on trends and opportunities.

Process

Our process typically takes place over several weeks. We will invite you to meet a range of potential colleagues including those who lead the firm, peers and those who would be directly involved in your development. We want to learn about you and your experience and potential, and to offer you the opportunity to get to know all you can about Russell Reynolds Associates before deciding to join us. At a certain point in the process, we ask potential colleagues to undergo psychometric assessment, and we will offer developmental feedback based on this assessment to all candidates whether successful or not.

Contact

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