

# WB

How we can  
help you find  
your next NED



# About our Bespoke NED Search



Our Bespoke NED search service offers organisations who are looking for new Board talent an opportunity to meet both established and emerging NEDs who are part of the vast WB Directors network. We can connect you to accomplished Chairs, Senior Independent Directors, Committee Chairs through to those looking for their first Board role.

Our membership is predominantly (but not exclusively) women and our work takes an intersectional approach in meeting the requirements of organisations looking for balanced boards encompassing all aspects of diversity.

Our NED search offering is tailored to the requirements of each recruiting organisation combining our deep knowledge of what Boards are looking for with a research based methodology to expertly target our extensive membership of talented individuals.



# Why use our service?



The WB Directors membership offers depth and breadth across the sectors, skills and experience levels with members across global regions. We use market leading custom technology combined with our deep personal knowledge of our members to deliver an optimal search process.

Our offering is driven by the desire to achieve success for both our members and those organisations who are seeking new Board talent. Contributing to a diverse long list of applicants through to celebrating a member's Board appointment drives us to succeed

Members of our network have access to 1-to-1 support which helps ensure they are Board ready and best equipped to offer their expertise to the opportunities and challenges that Boards face.

The Bespoke NED search offering is agile and responsive. We tailor our offering to suit your requirements to ensure we achieve the most beneficial outcome.

We offer an affordable search offering in response to the growing demand for a cost effective solution.



# Our diverse membership



Our diverse membership includes (predominantly but not exclusively) women with breadth and depth of experience, spanning a range of sectors and skills at both executive and non-executive levels.

- **Age**

60% under 50 years old

- **Ethnicity**

32% of our members are from UK ethnic minority backgrounds

- **Location**

47% from outside London and SE

# The Bespoke NED Search Team



Your search is personally overseen by our team who have deep experience of non-executive recruitment from all perspectives. Our members know and trust us; we have a high level of engagement and success with helping recruiting organisations source NED applicants from our membership.



**Rachel Tranter**

Bespoke NED Search Lead.  
Co-Founder and Executive  
Director of WB Directors with  
11 year's experience of NED recruitment.



**Pauline Hawkes**

Bespoke NED Search,  
Business Development Lead. Former FS  
partner at Deloitte and advisor to the  
Investment Management industry.



**Hannah Wakeman**

Assistant to the Bespoke NED  
Search team. A background in executive  
support and administration.



# Who we can help



Our Bespoke NED Search offering has successfully worked with a variety of organisations: from listed companies, SMEs and start-ups through to public sector bodies, charities and not for profit organisations

Our service is sector agnostic having supported Board recruitment across Financial Services, Healthcare, Industrial, TMT, Consumer and Business Services sectors.

## Our clients have included

- Trifast Group plc,
- Bytes Technology Group PLC,
- Molten Ventures VCT plc,
- Travelodge,
- Hollywood Bowl,
- Triodos Bank,
- CCLA Investment Management
- Hargreave Hale AIM VCT.

# Every search is bespoke to you



## Fees

We charge a fixed fee for our services, which will offer you a more diverse range of candidates for your recruitment process.

- £7,500 ex VAT for our Core Service (items 1-8)
- £10,000 ex VAT for our Core Service (items 1-9)
- Price available on request for item 10

We have experience of working in partnership with Headhunters, providing access to our membership base via a thoughtful and collegiate research based approach. Options available upon request

Discounts are available for public sector, start-ups, not for profits, charities and multiple role searches.

## Fees

Our Core Service include:

1. Working with your job specification to ensure maximum Impact;
2. High-profile on our busy Vacancy Board for the duration of the application period;
3. Feature in our popular weekly Top Picks email;
4. Reaching out to the most suitable members within our extensive database leveraging from our deep knowledge and relationships;
5. Early insight into the number and type of applicants showing interest;
6. If required, confidentiality and anonymised advertising;
7. Collection of applications and fielding queries from potential applicants;
8. Regret emails, scheduling of interviews and other administrative support;

### Enhanced Options

9. Ranking of CVs based on your objective criteria;
10. Seamless full service option, delivered jointly with our search firm partners, to include shortlisting, competency-based interviewing services and more.



# Testimonials

## Financial Services

“WB Directors’ Bespoke NED Search absolutely delivered for our NED searches: we were delighted with the quality of our shortlist.”  
Hargreave Hale AIM VCT

## Leisure

“The Bespoke NED Search team at WB Directors provided an excellent service, finding us a high-calibre shortlist from their membership. I would certainly recommend this service to other companies looking to promote diversity within their boards.”  
Peter Boddy, Chair, Hollywood Bowl plc

## Not for Profit

“We were particularly keen to attract female finance professionals, who could add value to our Board and also strengthen our Audit and Risk Committee. The campaign attracted several strong candidates and we have been able to boost our Board with the appointment of two highly experienced finance professionals from the WB Directors membership.”  
Halton Housing

## Investment Fund

“Excellent, high-quality candidates. Efficiently selected and presented. WB Directors worked in superb cooperation with the top search firm that we were also using. The two made a great team.”  
SID, Molten Ventures VCT plc

## Tourism

“I used WB Directors to recruit an additional NED to the Board of Travelodge. This person would also take over as Chair of the Audit Committee. I found the process excellent: I was able to brief the team with ease; they provided a list of a dozen or so candidates; the CEO of Travelodge and myself selected our four favourite candidates. We all agreed that each of the four candidates were excellent and matched our desired brief very closely indeed. The process was not only efficient and not too demanding of my time but also represented excellent value for money. I fully intend to use WB Directors again.”

Chair, Travelodge

## Technology

“WB Directors did a great job... the team’s expertise and insights enabled us to find a board member of the necessary calibre and ability to add significant value. WK Groenewald, Group Company Secretary,”  
Bytes Technology

## Manufacturing

“The service provided us with an amazing pool of candidates to short list from. Absolutely delighted with both the service and the outcome”

Chair, Trifast plc







# Get in touch



- [rachel.tranter@wbdirectors.co.uk](mailto:rachel.tranter@wbdirectors.co.uk)  
07825 131411
- [pauline@wbdirectors.co.uk](mailto:pauline@wbdirectors.co.uk)  
07917 201595
- [hannah.wakeman@wbdirectors.co.uk](mailto:hannah.wakeman@wbdirectors.co.uk)  
020 3925 4080
- [www.wbdirectors.co.uk](http://www.wbdirectors.co.uk)