

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 drive 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.



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.



Hannah Wakeman

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

How 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
- One Home (Not for Profit)
- Leap AI (Start-up)
- The Brokerage (Not for Profit)
- NSHCT - NHS Trust
- Heriot-Watt University

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

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. **£10,000 ex VAT**

Discounts are available for public sector, start-ups, not for profits, charities and multiple role searches. For further information please get in touch with the team.

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

Our Core Service :

- Introductory meeting to fully understand your recruitment needs.
- Working with you on creating the job specification.
- A targeted and extensive search to identify the most suitable candidates.
- High-profile advertising on our vacancy board, featured in our popular weekly vacancy newsletter and social media platforms as agreed.
- Engagement with potential applicants to assess and guide on suitability.
- Early insight and ongoing dialogue around applicants expressing interest.
- Preparation and delivery of an application pack. Including a summary of suitability and alignment to the job specification for each candidate.
- Regret emails, scheduling of interviews and other administrative support.

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

“I had a host of incredible candidates to talk to about our work and see if we were a good fit. I expected to find one or two candidates, but we ended up with six new people as we had so many candidates to choose from! We gained four trustees and two ambassadors, as we wanted to keep the board manageable. It’s been a great way to make new connections; even conversations with the referees were fruitful
Angela Terry, One Home

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 WB Directors service provided us with an amazing pool of candidates to shortlist from. Our specific needs were closely listened to, the process was sufficiently robust that it did not involve trawling through hundreds of CVs as they were already sifted and sorted by WB Directors and Rachel was tenacious in ensuring that we didn't miss out any candidates due to unconscious bias. Absolutely delighted with both the service and the outcome.
Serena Lang, Trifast Group plc

Education

“WB Directors provided a set of strong candidates where a much higher number of female applicants were shortlisted. We were delighted to appoint two of the applicants following our selection process. Thank you very much to everyone at Women on Boards for your help with that.
Heriot-Watt University



Get in touch

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