
ESG



Helping **organisations**
and **individuals** to
reach their **potential**



SHEFFIELDHAWORTH

Our Story

Sheffield Haworth is a global consultancy founded in 1993. We have a history of placing executives in high impact roles year after year, giving clients a competitive advantage in a fast-changing world.

Our vision is to be the leading global consultancy in people and transformational change. We specialize in executive search and interim placements, leadership advisory, change consulting and information and data services. We work with private and public companies across financial services, professional and business services, high-growth technologies, and multinational corporates. We are an equal opportunities and disability confident committed employer.

Established in London in 1993, Sheffield Haworth has undergone significant growth and expansion to become a global firm offering the highest levels of service in the industry. We now employ over 220+ professionals in 15 global

offices throughout the Americas, Europe, Middle East and Asia Pacific.

Sheffield Haworth's senior consultants have great expertise in their respective markets. They understand their clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions. The team works collaboratively to foster relationships that guarantee access to exceptional candidates for search engagements. Sheffield Haworth is highly regarded among executive search firms by internationally renowned bodies like AESC and The Times. All the consultants have extensive experience and critical relationships to serve their specialized industries with distinction.

We prioritize building and maintaining strong relationships with our clients and candidates through our extensive knowledge, consultative approach, and unwavering dedication to building outstanding leadership teams. We pride ourselves on world-class service that exceeds our client's expectations and build lasting partnerships based on trust and mutual success.



Over 80% of our work comes from our loyal, long-term clients.

190+

Employees globally

1993

Sheffield Haworth established

15

Global offices

ESG

Our focus goes beyond supporting our customers, and taking into account the wider impact of our actions on the world and local communities.

At Sheffield Haworth, we are driven by a passion for creating a transformative impact on the organizations and individuals we collaborate with, and leaving a lasting legacy of positive change in the realms of environmental, social, and governance (ESG).

We recognise our responsibility to uphold the highest standards of inclusion, diversity, and governance and to minimize our environmental footprint in every facet of our operations. Our commitment to these values is deeply ingrained in our corporate ethos, driving us to lead the way in responsible business practices.

We specialise in

Investment Management

- Responsible Investment
- Impact Investment
- ESG Research
- ESG quant
- Climate Change Analyst
- Stewardship
- Real Assets ESG leadership

Investment Banking

- Sustainable Finance
- Sustainable Markets
- ESG DCM
- ESG ECM
- ESG Advisory
- Climate Risk or Strategy

Insurance

- CSR
- ESG
- Sustainable Underwriting
- Climate Research
- Carbon Markets

Professional Services

- ESG Consulting
- Climate Consulting
- Impact Consulting
- Energy or Renewables Consulting
- SFDR / TCFD consulting



Our client types

- Chief Executive Officer and Managing Directors
- Chief Investment Officer
- Chief Responsible Investment Officer
- Chief Sustainability Officer
- Head of ESG
- Head of Markets
- Head of Sustainable Finance
- Head of ESG Research
- Head of Stewardship
- Head of Risk

Services and solutions we can provide



Executive search, Interim:

We execute senior-level searches to place talent in leadership roles. In addition to identifying, approaching, and assessing candidates, we take a hands-on approach to managing the process for clients and candidates. As brand ambassadors, we act as extensions of our clients to attract top-quality talent and determine ideal organisational fit.

We work on all ESG, sustainability and impact roles across the entire spectrum of financial and professional services, as well as large corporates.

We also pride ourselves on our firmwide commitment to diversity initiatives and promoting fair hiring practices. As a team, we make it our personal mission to foster diverse networks of talent through professional and personal affiliations including our own hosted events, conferences attended, and involvement with diversity partners such as, and not limited to, Chief, Project Destined, and SEO (Sponsors for Educational Opportunity)



Leadership Assessment & Advisory:

We partner with organisations to advise and support management teams in the development and retention of great leaders. Our assessment process leverages quantitative tools and the qualitative assessments of our experienced teams. We then provide tailored coaching and other leadership services to maximise success.



Organisational Analysis:

We analyse firms' existing team structures and provide recommendations on potential hiring needs or organisational structure augmentations that can help the firm operate more effectively.



Talent Mapping & Pipelining:

We provide firms with the opportunity to engage with top talent without a search, and provide insights on the broader competitive landscape. We map out firms that are of interest and provide insights on team structures and dynamics across functional areas and geographies. This allows clients to better understand talent at key competitors and in the market broadly.

Our purpose and values

Sheffield Haworth is a global talent consultancy focused on people led transformation and helping organisations and people realise their potential.

Our Values



Trust



Humanity



Inclusion



Excellence



CASE STUDY

ESG Analyst Team expansion 5x



CHALLENGE

Our client, a €2trn Asset Manager, wanted to expand and upgrade their existing ESG Analyst team. Having exhausted the local Parisian market, the firm wanted to explore broader markets and add experience in both research and engagement across industry sectors. As a result, they asked Sheffield Haworth to hire five ESG analysts, across Retail, Healthcare & TMT, Financials, Sovereigns and industrials.

- Structural shortage of ESG talent across the market
- Limited budget; our client was able to pay market rate but not significantly over; tricky given the talent shortage
- Highly competitive market; most ESG teams were expanding considerably, with most active candidates involved in multiple processes
- Specific team culture and working style that was not common across the market



SOLUTION

- Delivered five fully referenced shortlists within a four-week period, spanning the whole of western Europe
- Provided candidates from across Asset Management, Investment Banking, Data Providers, Ratings Agencies, NGOs, and academia
- Created a temporary pipeline of experienced ESG analyst talent for that six-nine month window
- Opportunistically provided talent outside of the brief that upgraded the existing team
- Carefully vetted candidates on their understanding of ESG and how it should interact with commercial and investment decisions, to ensure close alignment



OUTCOME

We successfully placed six candidates within the ESG analyst team, including a replacement of a leaver halfway through the search.

- Four of the six candidates were female, and all bar one of the placements were from under-represented minorities
- Two of the six candidates were based and hired in paris and secured through our research and existing networks. Our methods went beyond what our client had done before, having exhausted local recruiters
- Have since continued hiring for the broader ESG team

Sample Track Record

ASSET MANAGEMENT

- CEO, US ESG Boutique Asset Manager
- Head of ESG, UK Boutique Asset Manager
- Head of ESG Fixed Income, Start-up Asset Manager
- Head of ESG Europe, Real Estate Investment Manager
- Head of Climate Research, European Asset Manager
- Senior ESG Quant, European Asset Manager
- 2x Senior Banking ESG Analyst, European Asset Manager
- Head of ESG, US Asset Manager
- Senior Retail ESG Analyst, European Asset Manager
- Industrial ESG Analyst, European Asset Manager
- Head of ESG, US Asset Manager
- ESG Investment Team Build, US Asset Manager
- Head of Sustainability, Real Estate Developer
- Head of ESG China, Global Consultancy
- Head of ESG, Global Financial Services Consultancy
- ESG Lead, Management Consultancy

Your partner in Diversity

We help organisations create a framework for success through establishing culture, developing leaders and nurturing talent.

We have set up a Diversity, Equity & Inclusion Group made up of representatives from across our offices, and a series of workstreams that focus on specific issues relating to these groups and lead on event participation, partnerships and thought leadership.

Gender Diversity of Global Placements 2022

71%
ESG

48%
Consulting &
Professional
Services

16%
Global
Banking

16%
Wealth
& Asset
Management

16%
Technology
Sector

30%
Across all
Practice
Areas

29%
Insurance

36%
Global
Markets

28%
Real
Assets

37%
Global
Functions

48%
Business
Services

Partner & Member Organisations

In line with our aim of becoming a more diverse and inclusive employer of choice, Sheffield Haworth have partnered with and are members of some key organisations, including:

Proud members of:



Proud sponsors and partners of:



Giving back

We are committed to giving back to individuals within our local and global communities to help them fulfil their potential.

To help us achieve this, we have aligned ourselves with organisations globally. This is in addition to our employee volunteer and fundraising activity for a number of local and global charities. Some of the initiatives include:

Mentoring and Coaching:



Our **ESG** Expert



Tom Eagar

ESG & Sustainability Practice Leader

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Tom Eagar is a Consultant at Sheffield Haworth leading the cross-industry ESG practice. In addition to Tom's global oversight of the ESG practice, he is a core member of the Asset Management practice; within which, he focuses on all aspects of talent acquisition, development and retention across financial services, working with Institutional Investors, Sovereign Wealth Funds and Asset Managers.

Prior to joining Sheffield Haworth, Tom worked at Per Ardua Associates, where he was responsible for research across Asset Management, Real Estate, Insurance and Retail Banking. Before that, Tom led the Lending, Treasury and CFO portfolio for Europe at Commodities search firm Human Capital. Tom graduated from Sheffield University with a first in History and speaks fluent Dutch.



Contact

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