



**SHEFFIELD**HAWORTH  
Careers

Realising your potential

# About Us



## Our Services



Executive Search



Change Consulting



Leadership Advisory



Strategic Research & Advisory



On demand Interim Executives

## A selection of our Partners



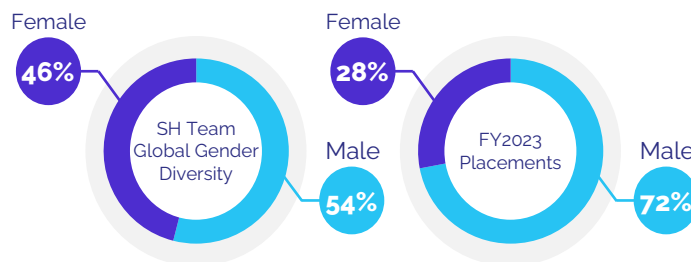
envision



GAIN

Progress Together

## Diversity



Industry leader since **1993**

**200+** Employees worldwide

**15+** Major financial centres & growing

## Our Global Clients



**Financial**  
& Insurance Institutions



**Multinational**  
Corporates



**Consulting &**  
Professional Services



**Private**  
Equity Firms



**High Growth**  
Technology Firms



**Real Assets**  
Organisations

A PROUD MEMBER OF  
**AESC**

FT FINANCIAL TIMES  
statista

UK'S LEADING  
RECRUITERS 2024



# Welcome

Since **1993**, we have been on a journey to establish a business that not only provides a nurturing environment for **entrepreneurs** to thrive but also celebrates **diversity and inclusion**. We believe in a workplace where individuals from all backgrounds can take control of their own careers with hard work and a clear vision for the future. Our business's success reflects the growth and accomplishments of our people worldwide, and we are immensely proud of their achievements. As we set our sights on the **future**, we need the most talented individuals to help us pave the way forward. Whether you are just starting out or seeking new opportunities, we understand that finding the right **career path** is important. Here at Sheffield Haworth, we are committed to helping you discover and reach your full potential in an open and diverse environment.



**Tim Sheffield** Chairman

*Since 1993, our mission has been to create workplaces that empower individuals to achieve their full potential. I am thrilled to see how far we have progressed since I started the business over 30 years ago. I am looking forward to the next chapter under Alex Cormack's direction.*



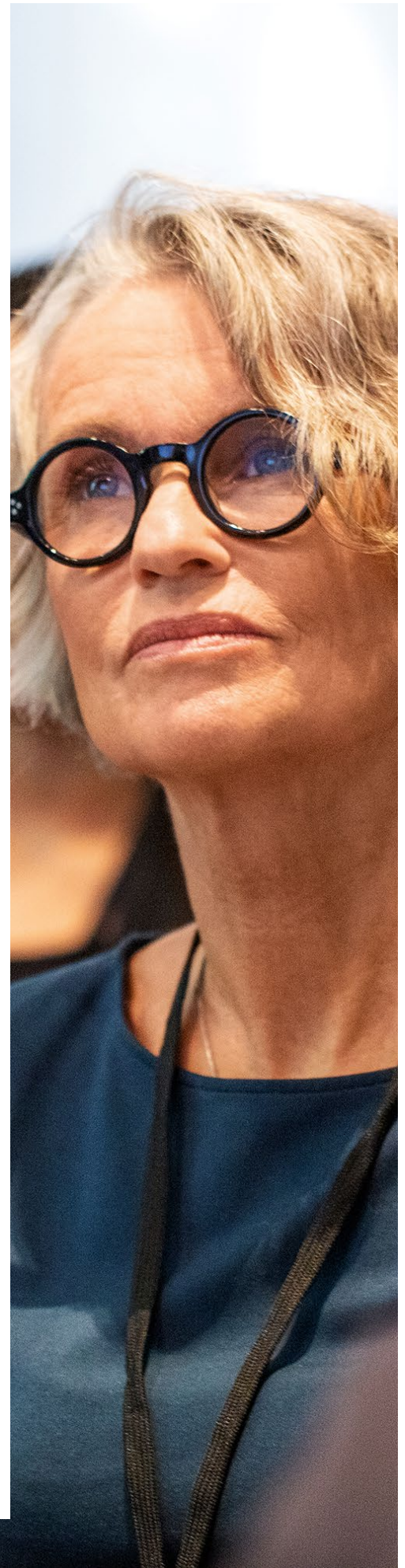
**Alex Cormack** CEO

*I'm excited about Sheffield Haworth's growth and our goal to become a leading consultancy in people and transformational change by 2030. It has never been a better time to join Sheffield Haworth.*



**Debbie Gazzard** Human Resources Director

*Our people are central to the success of Sheffield Haworth, and we are dedicated to building high performing teams to create sustainable value for our clients and for our people.*





# Working at Sheffield Haworth



Beyond the day-to-day, we foster a sense of community through regular client events and company get-togethers across the globe. These provide opportunities to build relationships, share insights, and celebrate our successes collectively. Whether it's a networking event, an awards ceremony, a charitable endeavour, or a social outing, these moments help us stay connected and aligned as a team.



# Make an impact

At Sheffield Haworth, we are proud to support and be actively involved in initiatives such as **10,000 Black Interns**, **10,000 Able Interns**, **WiN** and **Envision**. These programs are integral to our commitment to fostering diversity, equity, and inclusion within the professional landscape. By participating in these initiatives, we provide aspiring professionals from underrepresented backgrounds with invaluable opportunities to gain real-world experience, develop essential skills, and build strong professional networks. We actively advocate for greater representation and support for underrepresented groups, making a positive impact on the lives of many. Our commitment to these initiatives reaffirms our dedication to promoting diversity, equity, and inclusion in all aspects of our corporate mission.

**envision**  
**win**



**92%**

*Of young people we supported said that taking part in the Envision programme has helped them to develop their confidence.*



**Ademide Agunsoye**  
Intern

*My internship experience has been incredible, marked by new connections, extensive learning, and a deeper understanding of executive search. I have learned how to conduct initial candidate searches using websites and LinkedIn, gained significant insights into the Consulting industry, and mastered the use of PivotTables for data analysis. This opportunity has pushed me to be creative in PowerPoint presentations, conduct thorough research, and collaborate with diverse teams.*

*Meeting some of the most amazing individuals during this internship has been a highlight, and I am confident that the connections I have made will continue to grow. I am deeply grateful to the wonderful employees at Sheffield Haworth for their warm welcome and support, as well as to my fellow interns who shared this journey with me.*

**Firdaws Ariya**  
Intern

*This internship has been very insightful, and it has provided me with a better understanding of my career aspirations. Receiving a call to come back for the summer gave me another opportunity to gain experience and to work in another area that suits my interests. I'm grateful because I was paired with an amazing mentor that provided me with a lot of useful information that I can continue benefitting from in the future.*



**Hafsa Usman**  
Intern

*My time at Sheffield Haworth has been incredibly valuable and rewarding. I had the opportunity to work with the corporate functions team, particularly enjoying my role in the Risk and Compliance sector. As a former aspiring diplomat, this internship allowed me to explore an alternative career path, helping me make more informed decisions about my future. I gained practical skills, such as corporate etiquette and problem-solving, that are rarely covered in academic settings. I am grateful to 10,000 Black Interns for providing me with this opportunity.*



**Amastias**  
Envision Graduate

*I really enjoyed the mentor sessions; they were my favourite part.*



*I have found mentoring to be very rewarding.*

**Frances Wright**  
Head of Marketing, Sheffield Haworth







Be part of a globally mobile team

I joined the business in 2013, which was initially nbi consulting and later acquired by Sheffield Haworth, as an Intern in the London office. Since then, I have had the opportunity to work in our Hong Kong, Singapore and most recently Dubai offices.

What I love most about my role is being able to work with great colleagues across multiple geographies and having fun doing really impactful work for clients. I really enjoy being part of the growth journey of the

consulting and professional services practice; growing our key accounts across multiple geographies and seeing the positive impact our work has had on our clients.

I lead our Services practice for the Middle East and focus on helping our consulting clients hire senior leaders and conduct diversity initiatives predominantly in the GCC region. In addition to my client work I lead the Service Innovation Pod for the Services practice,

I am an active member of the DEI and Gender Diversity working groups and WISH (Women in Sheffield Haworth).

**Jennie Frewen**

***Director, Consulting & Professional Services, Dubai***





## Success at Sheffield Haworth

### **You are a self-starter.**

You are a self-starter who is motivated, proactive, and able to take initiative. You thrive in dynamic environments, always seeking out new challenges and opportunities to grow. Your ability to anticipate needs and take action ensures you consistently deliver exceptional results

### **You want to make a difference.**

You strive to make a difference in your work by offering valuable solutions and building strong, lasting relationships with your clients and colleagues. Your commitment to excellence and your drive to create positive impact set you apart, making you a key contributor to our success.

### **You are a team player.**

You are a team player who values collaboration and the diverse perspectives of your colleagues. You understand that our collective strength lies in our ability to work together, support one another, and achieve common goals. Your cooperative spirit and respect for others enhance our team dynamics

### **You embrace your individuality.**

You embrace your individuality and bring your unique perspective to everything you do. You understand that diversity is a strength, and you confidently express your ideas and insights. Your authenticity and self-assurance contribute to a vibrant and inclusive workplace culture.

# The Sheffield Haworth Story

Sheffield Haworth established in the UK by Tim Sheffield, Nigel Haworth, Michael Spencer

Alex Cormack, then Group Managing Director, sets up the Middle East office in Dubai

Sheffield Haworth acquires NBI Consulting, forming the Consulting and Professional services arm of the business

Sheffield Haworth makes The Sunday Times International Track 200

Sheffield Haworth wins private equity award

Sheffield Haworth listed in FT leading recruiter

Sheffield Haworth turns 30

Reaching our vision 2030 goals to be the leading strategic people consultancy partnering with our clients on growth and transformation.

1993

2001

2007

2004

2017

2018

2021

2020

2023

2024

The future

Sheffield Haworth Asia established in Hong Kong with opening of first office outside of the UK

Sheffield Haworth opens the first US office in New York

Sheffield Haworth acquires digital and technology specialists Gillamor Stephens

Sheffield Haworth celebrates 25 years of business and acquires S and H Consulting to further expand service solutions into consulting services

Sheffield Haworth launches Leadership Advisory to offer clients assessment, coaching and leadership advisory solutions

Sheffield Haworth plans to open offices in Mumbai and Riyadh

Alex Cormack appointed as Chief Executive Officer.

[Read more](#)





# Our Commitment to Diversity & Inclusion

At Sheffield Haworth, we understand the importance of diversity, equity, and inclusion (DEI) in driving business success. Our goal is to help organisations and individuals achieve their full potential by prioritising a diverse and inclusive workforce. As advisors across various sectors, we know that inclusive cultures and diverse workforces positively impact efficiency, governance, and innovation. Our unique approach integrates DEI principles across all of our services.

## Our core values



Trust



Humanity



Inclusion



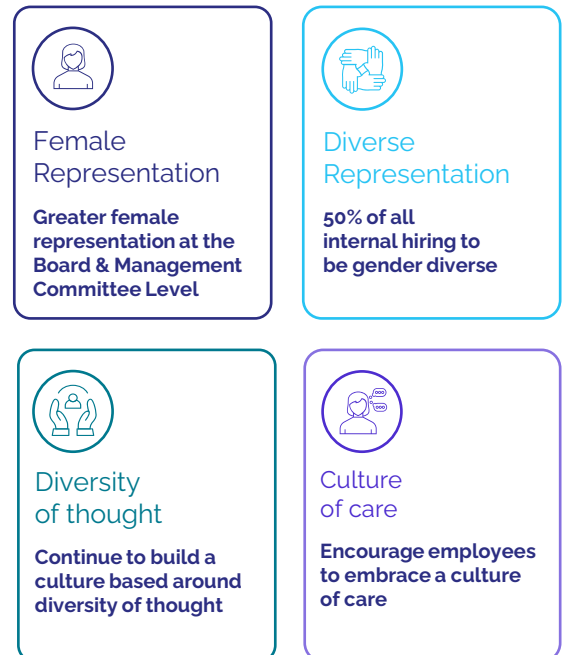
Excellence

## SH in numbers



## 5 Principles for Ensuring Diversity, Equity, and Inclusion in Our Search Process

- Expansive Talent Search:**  
 We use diverse networks to ensure a broad and inclusive talent search, considering transferable skills from adjacent industries.
- Inclusive Engagement and Communication:**  
 We use equitable engagement strategies and inclusive language in all candidate interactions to ensure fairness and counter biases.
- Objective Evaluation and Support:**  
 We offer unbiased candidate assessments and advise on inclusive interviews. We also provide leadership development and coaching for diverse hires post-placement.
- Continuous DEI integration:**  
 We maintain ongoing dialogues with clients about DEI best practices, integrating feedback to enhance hiring processes.
- Continuous DEI integration:**  
 We stay updated with DEI trends and research and contribute to thought leadership.



# Diversity, Equity & Inclusion Global Working Group

Our Global DEI Working Group has membership from across Sheffield Haworth from all regions and teams. We have six specialist groups that drive our education and thought leadership.

Diversity, equity and inclusion are now strategic imperatives for all businesses. At Sheffield Haworth, our purpose is to help people and organisations realise their potential, and that includes enabling a diverse and inclusive workforce.

As trusted advisors to fast growing start-ups, publicly listed corporations and private companies we see firsthand how a diverse and inclusive workforce increases efficiency, governance, and innovation within organisations.

We incorporate DEI principles into all aspects of our work with clients spanning executive search, change management, and leadership advisory.



## Thought Leadership



The 2023 Great Leadership Rethink

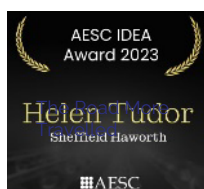
[Read here](#)



The Road More Travelled

[Read here](#)

## Examples of our DEI work



Helen Tudor, Managing Director and Global Head of DE&I at Sheffield Haworth, won the AESC IDEA Award for her DEI and access efforts. For the full press release, take a look [here](#).



In our Diversity Talks podcast series we discuss DEI topics with various DEI advocates from different organisations. Take a listen [here](#).



## Our Promise To Employees

### People Development

We are committed to investing in the career aspirations of our people by offering:

- Development Opportunities: Learn, grow, and progress through clear career paths tailored to your ambitions.
- Global Exposure: Experience job rotations, secondments, and the chance to work in any of our global offices.
- Ongoing Support: Benefit from half-year performance reviews and dedicated support from your line manager to ensure your continuous development.

### Agile Working

We support our people in working flexibly and in an agile environment, empowering them to have control over their careers.

### Giving Back

We allocate up to two days each year for our people to participate in fundraising and volunteering initiatives. These activities support both local and global communities, aiming to create positive social and business outcomes.

### Reward & Recognition

We offer a competitive rewards package and a discretionary annual bonus.

### Wellbeing

We promote an ongoing, positive focus on our people's physical, mental, emotional and social well-being.

### Culture & Engagement

We ensure our business is always striving to create an equal and inclusive culture, where everyone is empowered to be their authentic self in the workplace.



## People and Culture

We have an ambitious people strategy to help meet our Vision 2030 goals. People are the cornerstone of our organisation and we have implemented some core initiatives to help shape a progressive culture which continues to attract, retain and develop talent.

# What SH offers to our people

A great people consultancy needs great people. If you enjoy working collaboratively as part of a diverse, entrepreneurial, and growing team, then a career at Sheffield Haworth could be for you.



## 1

### Variety of work

Individuals across our teams are exposed to all aspects of what we do, from market research and business development to client delivery and management, offering you an unparalleled opportunity to learn and grow while delivering to a high standard for a wide range of clients.

## 2

### Global teams

With offices across North America, Europe, the Middle East, and APAC, you can leverage our global experience and resources. Our strong internal collaborative culture means you can access global talent, global clients, and global expertise to help support your work and accelerate personal growth.

## 3

### Exciting and premier clients

We don't believe in short-term, transactional client engagements. Instead, working at Sheffield Haworth you'll take the time to understand your clients' challenges and culture, building and deepening relationships that span years.

## 4

### A real commitment to DE&I

For you, diversity is not a buzzword; it's a watchword. You live and breathe the importance of furthering diversity and inclusion, both when it comes to boosting diversity for clients and in your relationships with your teammates.

## 5

### Motivating and collaborative culture

You care about others, you like to have fun and bond with your team, and you recognise that not everyone has the same career goals as you. You know how to motivate and work with others and how to drive the success of the whole team. At Sheffield Haworth, we are all working towards the same goal and are remunerated fairly to enable collaboration.

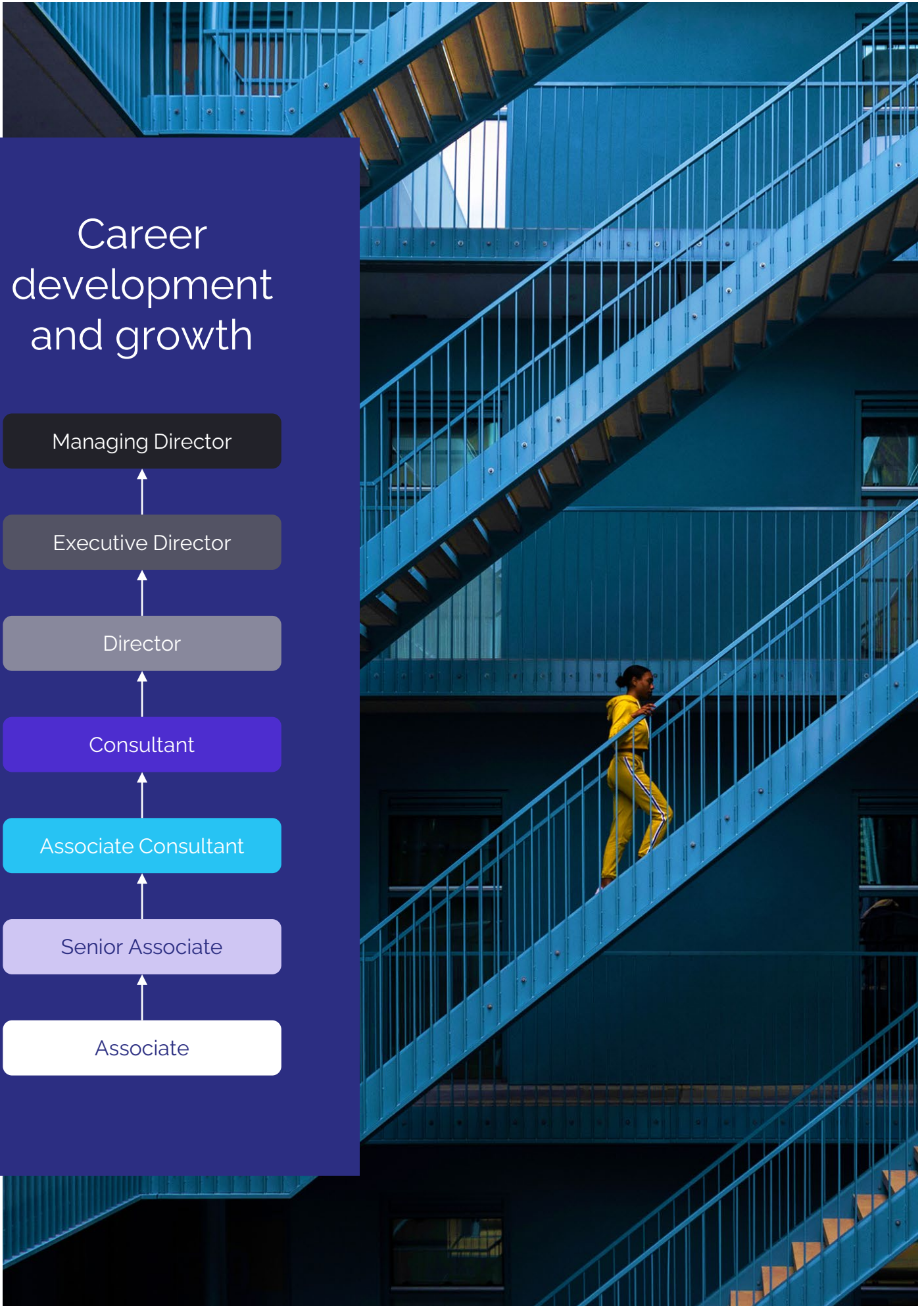
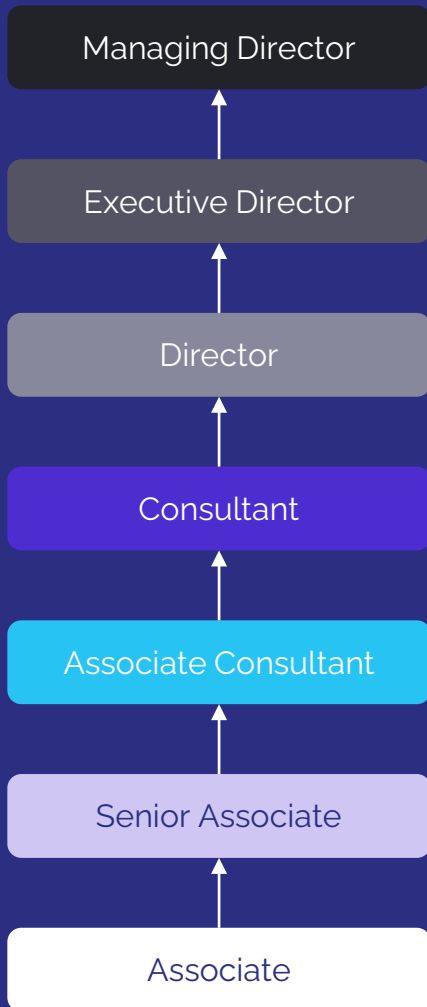
## 6

### Make an impact

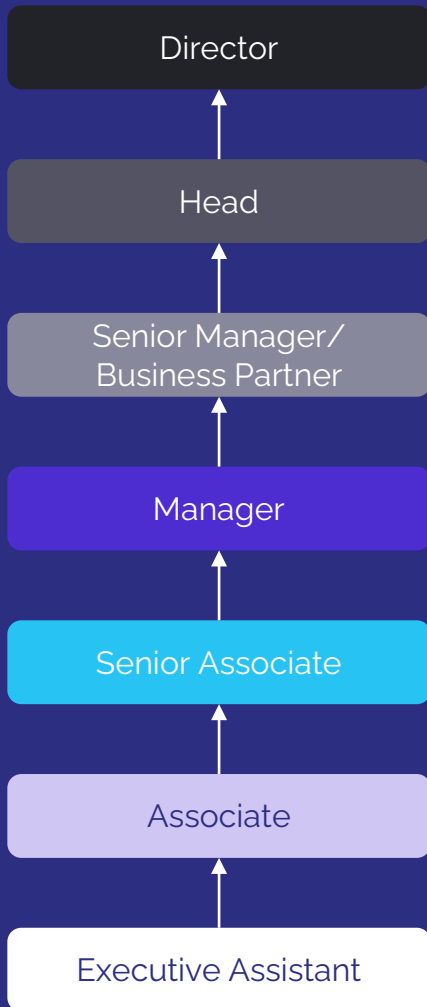
Perhaps you're an experienced expert within your industry. You can help us elevate the level of advice, insight and outcomes we can drive for our clients. If you're just starting out, you're ambitious and you want to learn, we can help you to develop your skills and become an expert.



## Career development and growth



## Career development and growth - Operations





# How we reward our people (UK)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:

## Culture

At Sheffield Haworth, we believe in providing equal and inclusive opportunities for everyone to help them achieve their personal and professional potential. We welcome and embrace diverse cultures, backgrounds, and experiences to create a workforce that represents our society. As an organisation driven by values, we not only recognise high performance but also celebrate the contributions of our "culture carriers" who exemplify our values and those of our clients. We also recognise the importance of team bonding. Our teams regularly come together for social events, including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives held throughout the year.



Group Retirement Plans



Discretionary bonus schemes and direct incentive payments



Life assurance



Income protection



Private healthcare and dental packages



Sessions to promote health and wellbeing



24/7 Employee Assistance Programme



Discounted gym membership\*



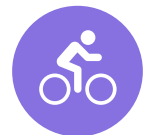
Eye care vouchers\*



Two volunteering days



Season ticket loans



Cycle-to-work scheme, including shower and locker facilities on site



25 days annual leave plus a day for moving



Parental and Adoption leave



8 hours per month for Appointments & Emergencies

\*This benefit is part of the private healthcare the company provides

# How we reward our People (Americas)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:

## Culture

At Sheffield Haworth, we believe in providing equal and inclusive opportunities for everyone to help them achieve their personal and professional potential. We welcome and embrace diverse cultures, backgrounds, and experiences to create a workforce that represents our society. As an organisation driven by values, we not only recognise high performance but also celebrate the contributions of our "culture carriers" who exemplify our values and those of our clients. We also recognise the importance of team bonding. Our teams regularly come together for social events, including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives held throughout the year.



Group Retirement Plans



24/7 Employee Assistance Programme



Discretionary bonus and direct incentive payments



Private healthcare packages including dental and vision



Life assurance



Flexible working



Sessions to promote health and wellbeing



Discounted gym membership



Two volunteering days for community and charity partnerships



Generous holiday allowance plus personal time allowances



Parental and Adoption leave



International mobility opportunities



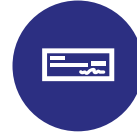
8 hours per month for Appointments & Emergencies



# How we reward our People (Dubai)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:



Group Retirement Plans



International mobility opportunities



Discretionary bonus and direct incentive payments



Private healthcare packages including dental and vision



8 hours per month for Appointments & Emergencies



Flexible working



24/7 Employee Assistance Programme



Sessions to promote health and wellbeing



Two volunteering days for community and charity partnerships



Generous holiday allowance plus a day for moving



Parental and Adoption leave

## Culture

At Sheffield Haworth, we believe in providing equal and inclusive opportunities for everyone to help them achieve their personal and professional potential. We welcome and embrace diverse cultures, backgrounds, and experiences to create a workforce that represents our society. As an organisation driven by values, we not only recognise high performance but also celebrate the contributions of our "culture carriers" who exemplify our values and those of our clients. We also recognise the importance of team bonding. Our teams regularly come together for social events, including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives held throughout the year.

# How we reward our People (India)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:

## Culture

At Sheffield Haworth, we believe in providing equal and inclusive opportunities for everyone to help them achieve their personal and professional potential. We welcome and embrace diverse cultures, backgrounds, and experiences to create a workforce that represents our society. As an organisation driven by values, we not only recognise high performance but also celebrate the contributions of our "culture carriers" who exemplify our values and those of our clients. We also recognise the importance of team bonding. Our teams regularly come together for social events, including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives held throughout the year.



24/7 Employee Assistance Programme



Leave Travel Allowance



Discretionary bonus and direct incentive payments



Private Medical Insurance (employee & dependents)



Personal Accidental Insurance



Flexible working



Referral / Bounty Scheme



Sessions to promote health and wellbeing



Two volunteering days for community and charity partnerships



Generous holiday allowance plus a for moving



Parental and Adoption leave



International mobility opportunities



Provident Fund



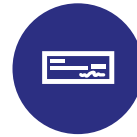
8 hours per month for Appointments & Emergencies



# How we reward our People (HK & SG)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:



Group Retirement Plans



Income protection Insurance



Discretionary bonus and direct incentive payments



Private healthcare packages including dental and vision



24/7 Employee Assistance Programme



Sessions to promote health and wellbeing



Two volunteering days for community and charity partnerships



Generous holiday allowance plus a for moving



Parental and Adoption leave



International mobility opportunities



Flexible working



8 hours per month for Appointments & Emergencies

## Culture

Everyone at Sheffield Haworth has equal and inclusive opportunities to help them reach their full potential personally and professionally. We embrace diverse cultures, backgrounds, and experiences to help us build an inclusive workforce that reflects society.

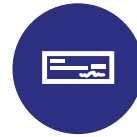
As a values-driven organization, we don't just reward high performance; we also celebrate the contributions of our "culture carriers" who role-model our values and that of our clients.

Relaxation is also important. Our teams regularly get together socially and there are numerous occasions across the year to let our hair down including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives.

# How we reward our People (Australia)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:



Group Retirement Plans



Income protection Insurance



Discretionary bonus and direct incentive payments



Private healthcare packages including dental and vision



24/7 Employee Assistance Programme



Sessions to promote health and wellbeing



Two volunteering days for community and charity partnerships



Generous holiday allowance plus a for moving



Parental and Adoption leave



International mobility opportunities



Flexible working



8 hours per month for Appointments & Emergencies

## Culture

Everyone at Sheffield Haworth has equal and inclusive opportunities to help them reach their full potential personally and professionally. We embrace diverse cultures, backgrounds, and experiences to help us build an inclusive workforce that reflects society.

As a values-driven organization, we don't just reward high performance; we also celebrate the contributions of our "culture carriers" who role-model our values and that of our clients.

Relaxation is also important. Our teams regularly get together socially and there are numerous occasions across the year to let our hair down including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives.

# How we reward our People (China)

## Reward & Recognition

We recognise the contributions our people make to the success of our business. We offer a competitive salary as well as a broad range of rewards and benefits which add to your physical and mental wellbeing including:

## Culture

At Sheffield Haworth, we believe in providing equal and inclusive opportunities for everyone to help them achieve their personal and professional potential. We welcome and embrace diverse cultures, backgrounds, and experiences to create a workforce that represents our society. As an organisation driven by values, we not only recognise high performance but also celebrate the contributions of our "culture carriers" who exemplify our values and those of our clients. We also recognise the importance of team bonding. Our teams regularly come together for social events, including the Summer and Christmas parties, inter-team sporting activities, and charity initiatives held throughout the year.



Group Retirement Plans



Income protection Insurance



Discretionary bonus and direct incentive payments



Private healthcare packages including dental and vision



Life assurance



Flexible working



24/7 Employee Assistance Programme



Sessions to promote health and wellbeing



Two volunteering days for community and charity partnerships



Generous holiday allowance plus a for moving



Parental and Adoption leave



International mobility opportunities



Cycle-to-work scheme, including shower and locker facilities on site



Discounted gym membership

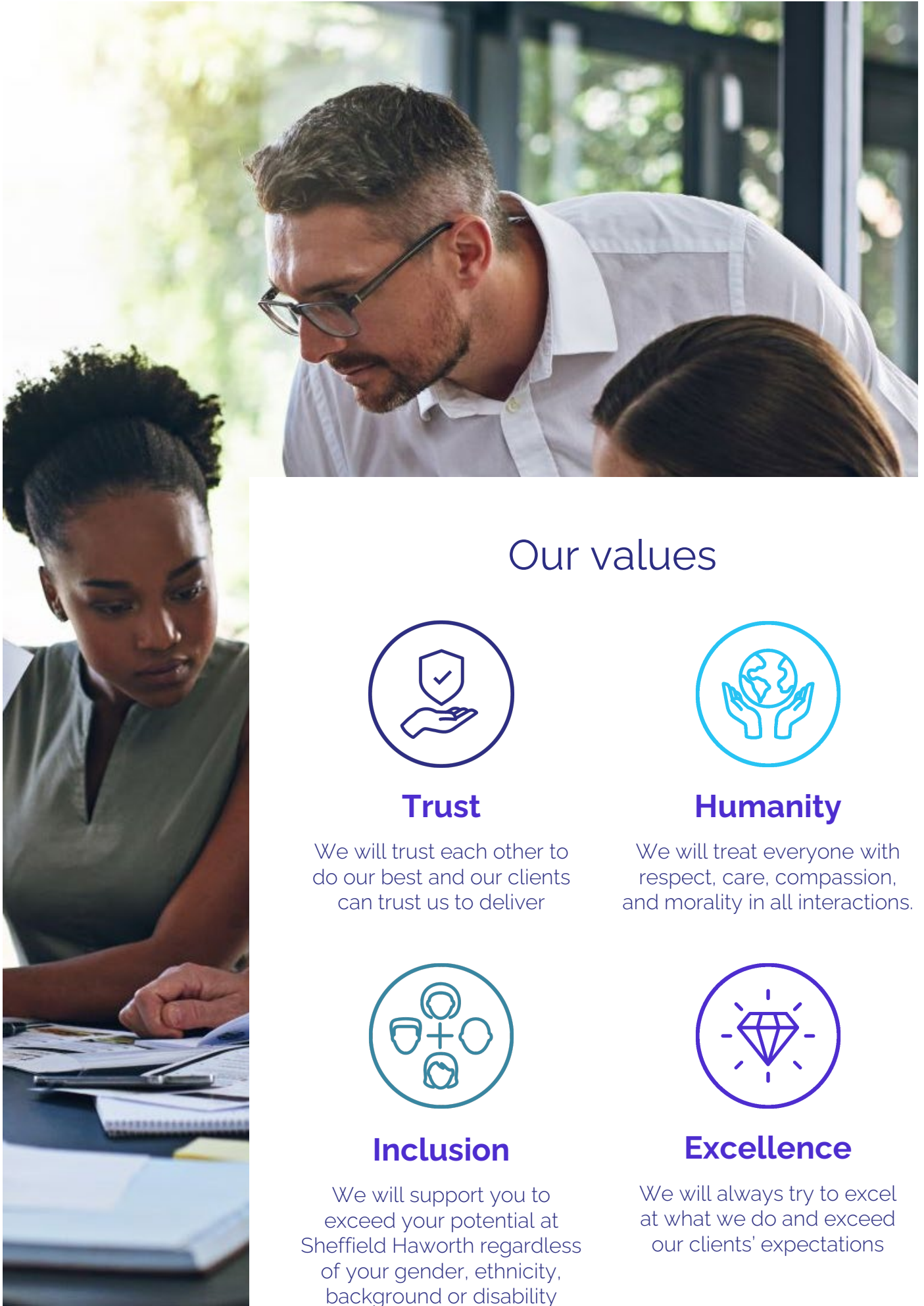


8 hours per month for Appointments & Emergencies



Season ticket loans





# Our values



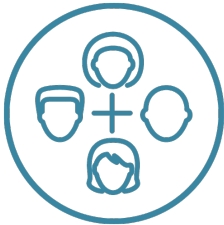
## Trust

We will trust each other to do our best and our clients can trust us to deliver



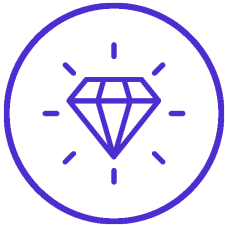
## Humanity

We will treat everyone with respect, care, compassion, and morality in all interactions.



## Inclusion

We will support you to exceed your potential at Sheffield Haworth regardless of your gender, ethnicity, background or disability



## Excellence

We will always try to excel at what we do and exceed our clients' expectations

# SH Global Board of Directors

Sheffield Haworth's Board of Directors is led by Timothy Sheffield, Chairman. The Board is responsible for setting corporate strategy, ensuring good corporate governance and overseeing the performance of the Executive Management Committee.



**Tim Sheffield**  
Chairman

Tim has been a professional services advisor and business leader for the past 30 years. He founded Sheffield Haworth in 1993 and is responsible for chairing the Board and group strategy. Tim plays an active role with client relationships and industry bodies, advising chairs, chief executives, boards, executive committees, and human resource directors on their senior talent challenges, working with a diverse range of organizations. Tim sits on the Board of Directors of the Association of Executive Search and Leadership Consultants (AESC) and Chairs the Council for Europe and Africa. He is also a board trustee of Spinal Muscular Atrophy UK, a national charity, and participates in supporting disabled sports bodies.



**Alex Cormack**  
Chief Executive Officer

As CEO Alex is responsible for all practices globally within Sheffield Haworth. Additionally, he oversees the Alternative Investments business. Alex focuses on senior executive search in financial services, working in partnership with a range of clients including Institutional Investors, Sovereign Wealth Funds, Asset Managers, Alternative Investors and Investment Banks. Alex has a notable track record of executing senior searches across several different functional and specialist areas, including at CEO, CIO, CFO and COO level. Alex has worked at Sheffield Haworth for 20 years and before that worked on the structured finance desk of a search firm in London. He started his career as an economic and political consultant at the European Economic and Financial Centre.



**Patrick Morrissey**  
Deputy Chairman

Patrick helped establish Sheffield Haworth and is Chairman of the Wealth & Asset Management practice. Patrick has more than 30 years' experience working with and establishing Investment Management boutiques as well as placing key executives into global investment organisations. He also advises on succession planning team lift outs and acquisitions. Patrick spent his earlier career with Oppenheimer Fund Management, Gartmore and Hambros Investment Management.



**Gillian van Maaren**  
Non-Executive Director

Gillian van Maaren was the previous Partner and Group Head of Human Resources at Ruffer LLP, a privately owned investment management firm with £25b AUM. Before Ruffer she spent two years at CQS, the credit focused multi strategy asset manager and fifteen years at Jupiter Asset Management as Group Head of HR and Executive Committee member. She graduated with dual majors in Economics and Information Systems, holds a Masters in People Development, and is a member of CIPD. Her experience extends globally across various industries and corporate and governance structures. She has led and navigated people strategies in rapidly evolving landscapes, regulated environments, and corporate transactions. Gillian is passionate about everything that has to do with talent and culture.



**Alex Smith**  
Non-Executive Director

Alex Smith was previously Chief Financial Officer of STthree PLC, the FTSE 250 multinational staffing and consulting business. During his 13 years at the company, he was involved in several transformations and led the Group strategy processes, including refocusing Finance to become a strategic partner, creating a Centre of Excellence in Glasgow, driving Risk and Governance agendas and being heavily involved with M&A. Before STthree, he held various CFO, senior finance and Managing Director roles at TUI Travel PLC, Travel Lodge, First Choice Holidays, WH Smith, and Granada PLC. He is a qualified accountant and economics graduate from Durham University. Alex brings significant experience in corporate strategy, business transformation, and Board governance.

# Executive Management Committee

The Executive Management Committee reports to the Board and is responsible for overseeing the company's daily operations, including practices, service lines, and regions. Sheffield Haworth's executive committee is accountable for the day-to-day management of the primary business units and provides ongoing supervision. The objective of the management committee is to uphold the company's cultural values and generate long-term shareholder value. The business is structured through global consulting teams operating across all regions, with each region and practice functioning within a unified global business.



**Alex Cormack**

Chief Executive Officer

As CEO, Alex oversees all practices globally at Sheffield Haworth, focusing on senior executive search in financial services. He collaborates with clients like Institutional Investors, Sovereign Wealth Funds, and Investment Banks. With 20 years at Sheffield Haworth, Alex has a notable track record in executing senior searches across various functions, including CEO, CIO, CFO, and COO roles. Prior to this, he worked on a structured finance desk in London and began his career as an economic and political consultant at the European Economic and Financial Centre.



**Julian Bell**

Global Head of the Banking and Markets Practices

Julian manages Sheffield Haworth Inc. and its Americas businesses, specializing in Corporate Banking, Investment Banking, M&A, Equity & Debt Capital Markets, Private Equity, and Infrastructure. He has completed senior assignments across the USA, Canada, Latin America, Europe, and beyond. Julian joined Sheffield Haworth in 2004 in London and moved to New York in 2007. Prior to this, he spent 18 years in investment banking at S.G. Warburg, Morgan Stanley, CSFB, and Société Générale in London, Frankfurt, and Hong Kong. He holds a B.A. in PPE/Russian & Economics from Queen's College, University of Oxford.



**Ben Richardson**

Global Managing Director - Services

Ben, Global Managing Director at Sheffield Haworth, leads the Consulting & Professional Services practices and manages key global relationships. He specializes in Global Technology, Management, and Strategy Consulting sectors, executing executive searches and diversity programs in over 30 countries. Ben joined Sheffield Haworth in 2017 from nbi Consulting, where he was CEO & Managing Partner. He is also a member of the Group Executive Management Committee.



**Emily Von Kohorn**

Managing Director - Global Real Assets

Emily Von Kohorn, Co-Head of the Global Real Estate Practice at Sheffield Haworth, is based in New York. She has a background in real estate asset management, development, capital raising, and investor relations from Tishman Speyer, Fir Tree Partners, and her advisory firm. Emily is a Trustee of Greens Farms Academy and a Win Partner, supporting homelessness eradication in NYC.



**Debbie Gazzard**

Human Resources Director

Debbie, a Managing Director at Sheffield Haworth, focuses on talent acquisition, hiring, onboarding, global L&D, employee engagement, benefits, and performance management. Before a career break to raise her children, she was Head of HR APAC at Arq International, HSBC, and The Blomfield Group in Singapore. She holds a BSc from Royal Holloway University.



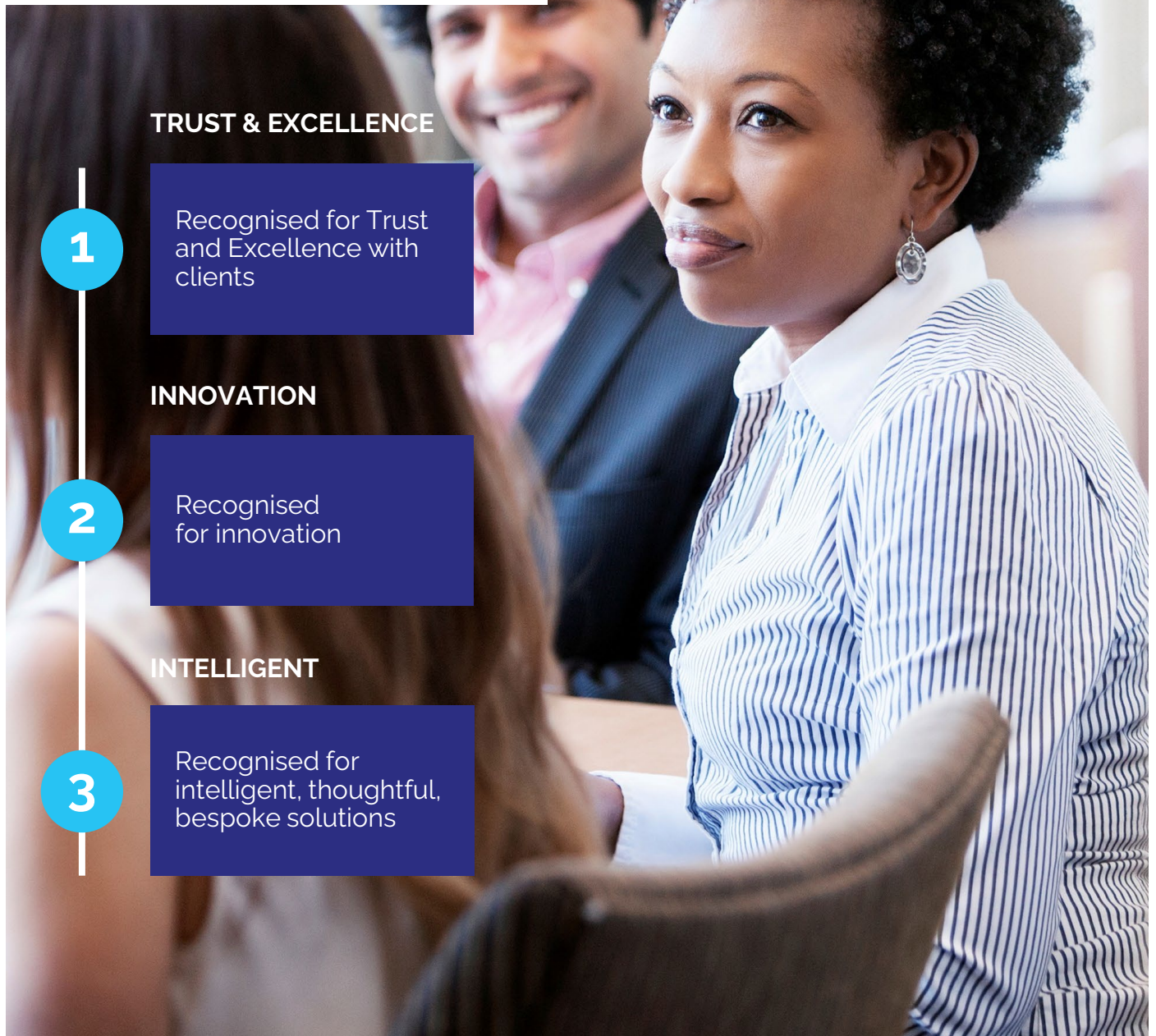


# Vision 2030

# Vision 2030

## For Our Clients

To be a leading strategic people consultancy partnering with clients on **growth** and **transformation**.



### TRUST & EXCELLENCE

1

Recognised for Trust and Excellence with clients

### INNOVATION

2

Recognised for innovation

### INTELLIGENT

3

Recognised for intelligent, thoughtful, bespoke solutions



# Vision 2030

## For Our People

### TRUST & EXCELLENCE

1

Our culture is founded on the principles of transparency, trust, and excellence

### PURPOSE

2

Showcase your individuality while contributing to a shared sense of purpose.

### PROGRESSION

3

Pursue a fulfilling, long-term career where you can maximise your potential. Experience diverse challenges, opportunities for growth, and mentorship for personal development.

### INCLUSIVE

4

Thrive in an inclusive environment where every idea is valued and heard.





A photograph of a woman with dark hair, wearing a grey blazer and a pink ribbed top, sitting in a wheelchair. She is smiling and shaking hands with a person whose arm and white lab coat are visible in the foreground. The background shows a window with a cityscape view. A dark blue rectangular box is overlaid on the right side of the image, containing white text.

Let's hear  
from our people

# Let's hear from our people



## **Saskia Engelmeier**

*Senior Associate, Global Real Assets*

*Having had no prior background in executive search, Sheffield Haworth enabled me to actively expand my network with candidates and clients, as well as deepen my knowledge of sector-specific positions and industry trends.*



## **Michael Leong**

*Associate, Wealth & Asset Management*

*The executive search world has opened the door for me to engage with and develop relationships with industry-leading professionals and to understand the work they do at an intimate level.*



## **Chloe Samuels**

*Senior Associate, Global Real Assets*

*.Executive search resonates perfectly with my personal aspirations, enabling me to engage confidently with C-suite members and expand my professional network.*



## **Ben Tilley**

*Associate Consultant, Consulting, Technology & Services*

*As somebody with no background in business or finance. speaking with CEOs and Investors has given me a great insight into the way in which businesses are ran.*



## Let's hear from our people



*It is indeed a great journey with SH that includes immense learning and growth. I enjoy being part of the Global team where I collaborate with multiple stakeholders from all the geographies. Though I am working in a complete remote setup but never felt that I am miles away. The overall culture is inclusive and progressive. Enough room is given to share your thoughts and ideas to bring a positive change which fosters a sense of responsibility and ownership.*

**Swati Sethi**

HR Manager | Operations, India



*A career in Exec Search gives fantastic opportunities to:*

- *Learn about a wide range of organisations and how they work*
- *Satisfy curiosity about people, their motivations and how they overcome challenges*
- *Gain first-hand knowledge of leading-edge business thinking and strategy*
- *Build a commercial skillset in negotiation, business development, pricing and financial planning*
- *When I graduated, I was lucky to fall into recruitment and then move to exec search. My main interest was in finding a career where I could learn about business and people. Over the 37 years of my career, Exec Search has continued to challenge me and has led to me meeting a huge number of interesting people.*

**Helen Tudor**

Managing Director & member of the Senior Advisory Board |  
Consulting & Professional Services, UK



## Let's hear from our people



*Having spent over 10 years working in the recruitment sector in Scotland and Singapore I joined Sheffield Haworth in February 2021 to provide me the platform to expand my sector experience and work across new geographies, focusing on senior level, executive hires.*

*Since joining Sheffield Haworth some key highlights include:*

- *Working with high-tech start-up and scale-up businesses in Asia, the Netherlands, Finland, Spain, USA and UK, all developing cutting edge technology.*
- *The opportunity to develop new relationships with clients and candidates globally, engaging with senior leaders from across technology and venture capital.*
- *Cross-collaboration with our global teams, working across the USA and Asia. Working at Sheffield Haworth has given me the opportunity to continually develop myself, learning something new every day. No day is the same within executive search, with exciting opportunities and challenges presenting themselves daily.*

**Dan MacNeill**

Director | Consulting, Technology & Services, UK



*Working at Sheffield Haworth has provided access to partner directly with senior executives at some of the leading organisations.*

*We have had the opportunity not only advise on their immediate hiring plans but also their longer term plans.*

*This has provided the chance to help clients with the DE&I agendas. Key highlights include:*

- *Partnering directly with the Head of Private Sector Consulting at a Big4 Consultancy to help them with their long term diverse hiring plans, hiring 3 Partners into their private sector practice*
- *Building out a People and Change practice, making 12 hires (10 diverse)*
- *Hiring senior diverse hires into a global consumer organisation who have developed into senior HR roles*

**Jon Vallerius**

Consultant | Consulting, Technology & Services, UK

## Let's hear from our people



*Executive Search offers an exciting and rewarding career as it allows us to partner and add value to our clients.*

*In my three decades of working in this business, I have had the pleasure of meeting a wide range of people and learning from each interaction. Having joined SH, I have met with colleagues from across different geographies and cultures working towards a common objective of providing world class services to our clients and a long-term career for our employees.*

*The quality of our colleagues keeps challenging me to continue learning and improving my skills. The firm offers a very professional and yet friendly working environment with a lot of emphasis on working as a team.*

**Avaneesh Raghuvanshi**

Executive Director - Head of Financial Services & Private Equity | Wealth & Asset Management, India



*Sheffield Haworth has a very entrepreneurial spirit and genuinely gives people opportunities at any age and stage of their careers. What is unique about the company is the access you get as an Associate to senior leaders in the business who are more than willing to share their knowledge and experiences with you – something which you don't get at a larger firm.*

**Andrew Thompson**

Managing Director, Wealth & Asset Management Practice, US

## Let's hear from our people



*I joined Sheffield Haworth in 2018 with over three years of experience as a researcher and senior researcher, plus a stint at EasyJet. Based in London, I initially focused on building the research team*

*Working here has been fantastic due to the international exposure, opportunities to work abroad, and our company's diverse, collaborative culture. Our team has grown significantly in diversity and international presence since I joined. The most rewarding and challenging part of my job is being adaptive and thinking on my feet when projects take unexpected turns. Successfully placing candidates who become clients is especially satisfying.*

*Success at Sheffield Haworth requires strong interpersonal, time management, and leadership skills. We value driven, team-oriented individuals who contribute to our positive, ego-free work environment. I've progressed from an inexperienced Associate to Consultant, playing a key role in building our research team. This journey has been a huge accomplishment and confidence boost.*

**Ollie Smith**

Consultant | Consulting, Technology & Services, UK



*Sheffield Haworth has given me the confidence to think bigger and be able to sell and deliver work at scale. I've also learned to collaborate with others across the team and the wider business.*

**Adam Dunn**

Managing Director | Professional Services, UK



## Let's hear from our people



*I really enjoy the close collaboration with my managers and other senior individuals, which helps to foster real-time learning and development as well as mentorship. I'm fortunate to work with great people who are smart, driven and engaged, which helps to contribute to a strong internal culture. The firm is also entrepreneurial and meritocratic, with clear frameworks around career progression but without too much rigidity. Everyone is encouraged to take on responsibility as they feel comfortable, and their success is celebrated and rewarded.*

**Jannah Babasa**

Consultant | Real Estate Practice, US



*I joined Sheffield Haworth in 2021, bringing an MA from King's College London and a BA from Sussex University. Based in London, I quickly engaged in client and candidate calls and attended a SpaceTech conference. I now handle research independently and take greater responsibility in client interactions.*

*The clear progression path, competitive salary, and St Paul's location drew me to the company. Its international reach also appealed to me, offering travel and relocation opportunities. My key responsibilities include candidate research, CRM management, candidate outreach, interview scheduling, and updating clients.*

*I'm proud of my first independent search, successfully placing an SVP Corporate Marketing candidate with a flexible semiconductor producer. I also participated in a DEI mentoring program with Envision, helping young people from underrepresented backgrounds.*

*Sheffield Haworth has enhanced my confidence with senior professionals, improved my time management, and refined my research skills. The most rewarding part of my work is understanding clients' business aspirations and partnering with them. The biggest challenge is managing client expectations while finding the best candidates.*

**Ben Tilley**

Associate Consultant | Consulting, Technology & Services, UK



# SHEFFIELDHAWORTH

## London, UK

The Forum  
33 Gutter Lane  
EC2V 8AS

+44 20 7236 2400

## Dubai, UAE

DIFC Al Fattan  
Currency House,  
Tower 1, Level 2,  
Office 208

+971 4 327 3450

## New York, US

777 Third Avenue,  
28th Floor,  
New York,  
NY 10017

+1 (212) 593-7119

## Geneva, Switzerland

47 Avenue Blanc  
7th Floor  
1202

## Hong Kong,

Suite 2003 Tower One  
Lippo Centre  
89 Queensway  
Hong Kong

+852 2110 1234

## Singapore, UK

1 Wallich Street  
Guoco Tower#14-01  
Singapore 078881

## Shanghai, UK

Suite 3703, Lippo Tower,  
222 Middle Huaihai Road,  
Huangpu district

+86 21 8013 5081

## Sydney, Australia

Suite 2, Level 10  
70 Phillip Street, Sydney  
NSW 2000

## India

Two Horizon Centre,  
Golf Course Rd, Harizan  
Colony,  
DLF Phase 5, Sector 43,  
Gurugram, Haryana 122002,  
India  
&  
Lotus Business Park, Veera  
Desai Industrial Estate,  
Andheri West  
Mumbai, Maharashtra  
400102



## Contact us

[enquiries@sheffieldhaworth.com](mailto:enquiries@sheffieldhaworth.com)

## Disclaimer

*This document may not be reproduced, published, redistributed, or passed onto any third party or any other person, in whole or any part, for any purpose without the prior written consent of Sheffield Haworth. We recommend that this document is not used beyond its intended use.*