

REDSTONE

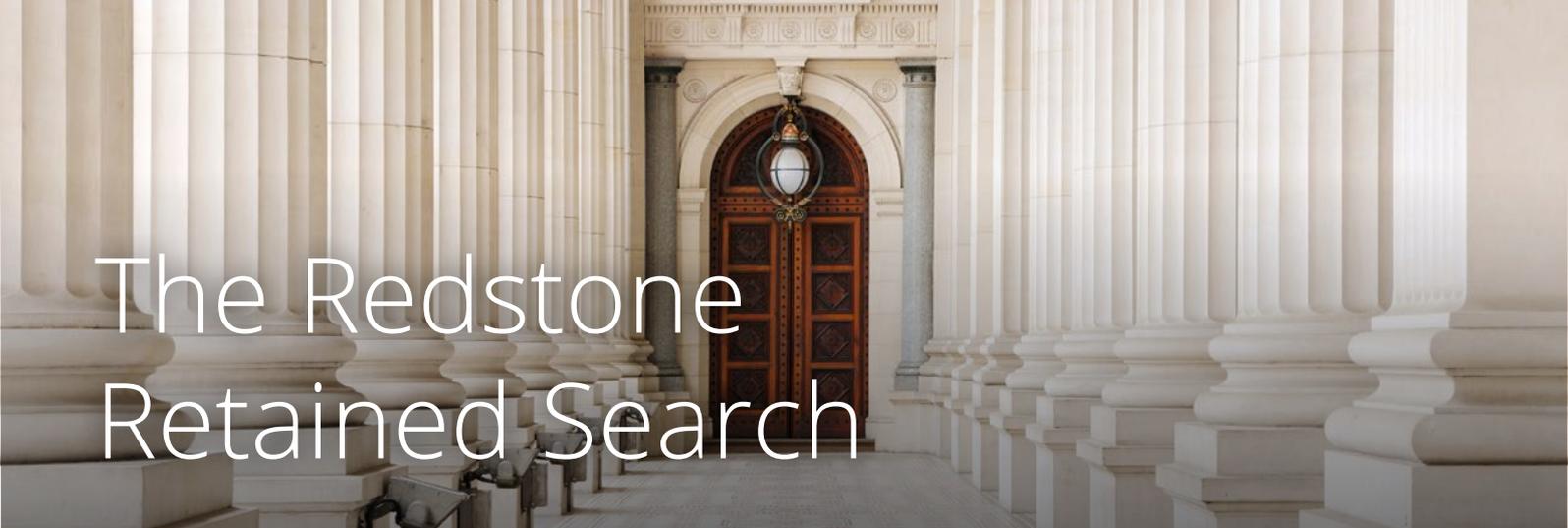
Private Banking Search

RETAINED SEARCH
OPTION

+44 (0)1727 747 030

www.redstonesearch.com

Tythenhanger House, St Albans, Hertfordshire, AL4 0PG



The Redstone Retained Search

Redstone Private Banking Search provides a selection of search solutions to a wide variety of Private Banks, Boutiques, Family Offices, Wealth Managers, Fund Managers and Investment Houses.

The Private Banking and Wealth Management industries have changed significantly in the past 10 years. With new regulations, greater domestic competition and a more dominant emerging client base, you want to employ candidates that offer you a competitive edge, help you acquire new clientele and who are able to take your business to the next level. With our in-depth research and international networks, we are confidently able to present the best talent in today's market.

As a specialist Private Banking search agency, Redstone Private Banking Search is passionately committed to delivering a rapid and accurate response to your human capital requirements. Our consultants invest their time to better understand your business, culture and development plans.

About Us

Redstone Private Banking Search are leaders in the global provision of search solutions for the international private banking and wealth management markets. Through our retained and contingency models, we are well placed to search and select worldwide talent.

Our team of experienced consultants have concluded search assignments across the globe; Africa, Asia, Middle East, Europe, USA and LATAM. They have expertise within their chosen verticals and are helping to build Redstone Private Banking Search into the leading provider of search solutions to the private banking and wealth management industry.

Why use Redstone Private Banking Search?

Retained search firm's fees are typically paid in thirds. The first 1/3 paid upon acceptance of search, the 1/3 upon provision of the candidate shortlist and the final 1/3 paid upon completion of the search. Redstone Private Banking Search however, aims to offer a structure weighted on the completion fee; we reduce the upfront risk for our clients by requesting only 1/3 upfront and the rest upon successful completion of the search. Unlike traditional agencies who aim to profit even when a candidate isn't placed, the Redstone Retained Search is solely aimed to be a commitment fee; commitment from the client that they are serious about the search and commitment from us that we can instruct our internal research team to devote their time to filling your search requirements.



When to use the Redstone Retained Search?

Redstone Private Banking Search has an extensive candidate database and established international network and can comfortably provide candidate shortlists for most positions on a contingent (no win, no fee) basis. We recommend the Redstone Retained Search when:

- There are time restrictions for the hire and you need the search completed quickly
- There is a need for a systematic approach to ensure that you have covered all suitable active and passive candidates; not just the candidates currently on our database
- You need a well-documented and well-researched process to show internal stakeholders that you are making a well-informed choice
- Expanding into new markets / opening new offices – where more research and time needs to be spent to ensure a fit with potential candidates
- Other search methods have failed – the Redstone Retained Search permits our consultants the time to think outside the box and unearth well-hidden candidates
- In niche markets where there are a limited number of candidates to choose from, and you want to ensure that the search isn't duplicated by other agencies

How does the Redstone Retained Search work?

We allocate one of our senior consultants who will act as liaison through the entirety of the search and will:

- Establish the reasons and motivations for the search and what you hope to achieve
- Generate an external advertising campaign to capture available and interested candidates
- Highlight competitor companies, research, identify and pinpoint suitable candidates
- Liaise with our existing database and network to provide a map of appropriate profiles
- Creation and presentation of a shortlist of candidates
- Make contact with and discuss the mandate with the selected candidates
- Conduct preliminary interviews and screen the candidates to ensure relevance and suitability for the role
- Organise initial introductions between the client and the selected shortlist of candidates
- Manage expectations, handle offer giving and any arising issues until the candidate's first day with the client
- Follow up with the candidate to ensure smooth job transition has taken place

We work closely with you to set the parameters of the search, a strategy for identifying, screening, evaluating and hiring the desired candidate. The Redstone Private Banking Search Retained methodology uses the full search capacity of an in house resourcing team and targeted advertising campaign to provide a shortlist of the most appropriate and available candidates along with our recommendations

The fundamental research and the time we can dedicate to it; has proven to be invaluable to the success of Redstone Private Banking Search. With the correct allocation of our resources – we aim to provide you with a well-informed hiring choice generated from a methodical and well-defined search. A Redstone Search.

We look forward to discussing and solving your search requirements.

For more information contact one of our consultants:

Tythenhanger House
Coursers Road
St Albans, Hertfordshire
AL4 0RS

+44 (0)1727 747 030

