

2020

# REDSTONE SEARCH GROUP



## UK OFFICE

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# WELCOME TO REDSTONE

**Our mission statement is to unlock human potential by connecting ambitious companies with exceptional talent.**

Redstone Search Group is a boutique search firm with a global presence in the world of finance, banking and international trade.

We have two specialist brands:

**Redstone Commodity Search** focus on offering 360° search solutions to the global commodities markets. We have a competitive coverage of Trading Houses, Producers, Majors, Utilities, Merchants, Hedge Funds, Investment Banks and Brokerages.

**Redstone Private Banking Search** are renowned private banking headhunters and leaders in the global provision of search solutions for the international private banking and wealth management markets.

Our UK office is nestled away in a 17th-century country mansion near St Albans, while our US office is in the heart of South Beach, Miami (and a five-minute walk from the ocean).

Recently picked by the Goldman Sachs 10,000 Small Businesses Program and winners of Hertfordshire's Best Small Business Award 2019, we are a rapidly-growing company with an international leadership position in our niche industry sectors.

As part of our core values, we believe in giving back to society and are committed to doing our part to make the world a better place, one step at a time. Since inception, we have donated 10% of company profits to international charitable causes each year.



# OUR PEOPLE

**We love to hire highly-driven people who share our values, ambitions and entrepreneurial DNA.**

Our team come from all walks of life. Some are experienced salespeople, while others are fresh university graduates. Our structured training program is designed to develop and hone the essential key skills to become a world-class recruitment consultant.

## **Empowerment**

Our people think like owners, not just employees. We rely on our people to collaborate in constantly making Redstone better – to our team, our clients and our candidates. Regular workshops are held where all consultants discuss their visions and ideas for the company.

## **Leadership**

Our consultants have different career tracks available to them, one of which is management. We groom consultants for managerial positions through a one-on-one mentorship program with one of our company directors. The majority of our people have never managed a team before in their career and we take pride in giving them that opportunity.

## **Development**

We give our people the chance to forge their own paths. We understand that there is no uniform size to people and some will excel in alternative areas. With mentorship and support from our leadership team, experienced consultants can create business plans for markets or brands they want to develop as a sector expert.



# BENEFITS

**We take every opportunity to invest in and reward our people.**

All employees are eligible for equity ownership through an Enterprise Management Incentive (EMI) share option program.

Our monthly company events are legendary. Recent activities have included white water rafting, pizza making, gun range shooting and Go-Karting, as well as a fully-paid weekend trip to Amsterdam.

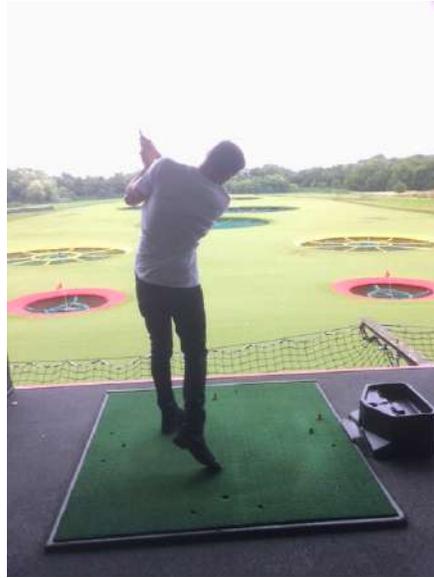
And did we mention our office is five minutes from the beach?

We also provide:

- 28 flexible PTO days + 1 extra day vacation for each year with the company
- Healthcare coverage provided after 1 year
- Supplemental vision care allowance program
- Additional incentive prizes (spa days, vacation flights, designer clothing)
- Monthly lunch clubs at top restaurants for high performers
- Fast career progression and high level of autonomy
- Free parking



# WE LIKE TO KEEP BUSY...



# WINNER'S ENVELOPES

## Silver Envelope - Bill \$33,333 in a month

- iPad
- Spa Day at Standard Spa Miami Beach
- \$150 restaurant voucher
- 2x Theatre tickets
- \$100 voucher for Dept Store of choice
- Bottle of Dom Perignon
- \$150 flight tickets voucher

+Invitation to Lunch Club

## Gold Envelope – Bill \$66,666 in a month

- Tailored Suit
- Designer handbag
- Designer shoes
- \$400 voucher for dept store of choice
- \$400 flight tickets voucher
- 1 night in 5-star hotel for 2
- Jetskis for 2

+Invitation to Lunch Club



## Ongoing Competitions

Beat your yearly target and choose another Gold Envelope

Annual Top Biller wins \$1000 spending spree at Saks / Bloomingdale's / Macy's

Beat Jordan's all-time year record of \$730,000 and have \$10,000 to put towards something very special

# GOALS & PROGRESSION OUTLINE

Job Title	Commission Structure/Salary	Estimated Earnings	Target Needed to Progress	Rough Timeline
<b>Trainee Consultant</b>	<ul style="list-style-type: none"> <li>- \$30,000 Basic Salary</li> <li>- 10% Commission on all Invoices up to \$400,000</li> <li>- 15% commission on all invoices over \$400,001</li> </ul>	\$34,000	<ul style="list-style-type: none"> <li>- Invoiced &amp; paid on \$40,000 worth of placements</li> <li>- Completion of Graduation Programme</li> </ul>	4-6 months
<b>Consultant</b>	<ul style="list-style-type: none"> <li>- \$30,000 Basic Salary</li> <li>- 10% Commission on all Invoices</li> <li>- 15% commission on all invoices over \$400,001</li> </ul>	\$66,000	<ul style="list-style-type: none"> <li>- Invoiced &amp; paid on \$360,000 worth of placements (further to Trainee target)</li> <li>- Kickback bonus of 5% if \$400,000 is achieved within calendar year</li> </ul>	12 months (1.5years)
<b>Senior Consultant</b>	<ul style="list-style-type: none"> <li>- \$35,000 Basic Salary</li> <li>- 10% Commission on all Invoices up to \$250,000 in a year</li> <li>- 15% Commission on Invoices for everything above \$250,001 in the same year</li> </ul>	\$80,000+	<ul style="list-style-type: none"> <li>- Invoiced &amp; paid on \$400,000 worth of placements (further to Consultant target)</li> <li><i>/or</i></li> <li>- Get two trainee consultants through target (alongside a billing element)</li> </ul>	12 months (2.5 years)
<b>Principal Consultant/ Team Leader</b>	<ul style="list-style-type: none"> <li>- \$40,000 Basic Salary</li> <li>- 15% Commission on all Invoices up to \$250,000 in a year</li> <li>- 20% Commission on Invoices for everything above \$250,001 in the same year</li> <li>- Commission from Trainee Deals</li> <li>- 5% override on all deals from a consultant reporting into you</li> </ul>	\$100,000+	<ul style="list-style-type: none"> <li>- Get two trainee consultants through target</li> <li>- Prove to be profitable as a business unit</li> <li>- Show managerial/leadership qualities</li> </ul>	12 months (3.5 years)
<b>Director of Own Brand</b>	<ul style="list-style-type: none"> <li>- \$45,000 Basic Salary</li> <li>- 20% Commission on all Invoices</li> <li>- \$1,000 increase on base salary for every consultant trained in addition to target.</li> <li>- Commission from Trainee Deals</li> <li>- 5% override on all deals from a consultant reporting into you.</li> </ul>	\$120,000 +		

# TESTIMONIALS FROM OUR TEAM



**ANDY LOW:** Since joining Redstone in 2014 I have steadily moved through the ranks until running the two UK based teams; Commodities and Private Banking. I have travelled across the EMEA region developing clients and counterparties for both teams and have greatly enjoying overseeing the development and training of the excellent individuals representing both Redstone teams. We have worked hard to build a strong team ethos and culture of success at Redstone – our counterparties come back to us time and again because of the efficient professionalism we exhibit in placing strong individuals and teams.



**ARYEH BRAWER:** I joined Redstone in 2014 as a cross commodity consultant and have since focused on building our global coverage of the agriculture and chemicals supply chain. Since my first day, I have always felt like a member of a tightly-knit family and I owe a lot of my growth and success to our collaborative working culture and strong emphasis on mentorship. We constantly strive to provide new opportunities and avenues for career development at Redstone. Three years after joining in London, I was asked to set up a new office in paradise – Miami Beach – to further expand our footprint in the Americas. I'm loving it!



**SAM FOWLER:** I joined Redstone Search Group in January 2016. My role within the team was full on from day one, we had the aim to establish a Private Banking and Wealth management offering to compete with and complement our Commodity business. Since 2016 we have seen great traction in the expansion of our client base and I am now heading up the division. We are building out a thriving and hungry team to further expand our ability to place high level professionals across the Global Private Banking and Wealth Management hubs. Redstone offers the perfect balance between a traditional corporate environment and a place to demonstrate one's entrepreneurial side whilst being supported by a knowledgeable and motivating senior team. Plus, the commission is great.



**KAMRAN SUBHERWAL:** I had two clear objectives when joining Redstone, firstly, increase the size of my payslips, secondly, develop a collaborative team atmosphere with everyone moving towards the same objective – company expansion! The initial training scheme was perfectly set up and delivered results quickly, I am happy to say that my initial objectives were quickly achieved and can add that it is my delight to run the commodities desk. The top to bottom structure at Redstone sets out to provide an environment that values all team members, promotes healthy competition and provides a plethora of motivational perks which serve to build the strong work ethic and morale here at Redstone. We have all the necessary tools and support structures in place to ensure Redstone continues to thrive and grow in today's commodities recruitment markets.



**THOMAS CARSON:** I joined Redstone as a trainee and through the great training process run by the Directors, I became an Energy Consultant and have helped to develop our international coverage within the Oil and Gas markets. It is a great working environment and once a month have companywide team activity that has included rock climbing, Go-Ape, go-karting and even white-water rafting! I'm excited as the company continues to grow and open up new opportunities for my career.

# WE LOOK FORWARD TO MEETING YOU



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