



# Recruiting Exceptional Talent

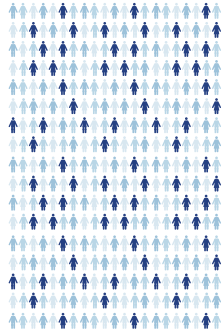
We Know the Difference  
that Outstanding  
Leaders Make



# About Novo

**1800+ CLIENTS**

over  
20 years



Majority of our leadership team have

**20+ YEARS**

experience leading successful executive search campaigns across the UK



Top repeat client:

**30**

separate executive searches over 14 years



*Our services provide competitive advantage to clients. Our proven research-based methodologies provides access to exceptional talent, unavailable through other recruitment routes*

Novo is a privately-owned, high-level executive search firm. We have built an outstanding track record in recruiting board and senior executives across a wide range of industry sectors. Our independence and flexibility enable us to source and headhunt candidates from the widest possible talent pool and our reach is truly global.

Clients retain our executive search and selection services when they are looking to achieve positive change, growth and competitive advantage. Clients range in scale from start-ups, privately held family firms and to the world's largest corporations.

Clients retaining our expert professional services include a full range of private sector, public sector and not for profit organisations.

Successful executive searches across

**35 COUNTRIES**



Longest serving client

**18 years**



# Strategic and Commercial Impact

*We enable clients to strategically transform their businesses by appointing exceptional executives*

Whether it be sales growth, developing new markets, international expansion, product differentiation, technology innovation, customer service and retention, sustainability, restructuring or business exits; we help our clients achieve their growth and positive change ambitions by appointing exceptional leaders.

With successful executive searches across 35 countries, serving more than 1,800 clients over 2 decades, and with clients' turnovers up to \$50 billion, we are expertly positioned to assist clients in identifying and recruiting the most talented business leaders.

We have successfully worked with over 8,000 CEOs and MDs, forging an outstanding track record in recruiting board and senior executives, spanning a wide range of industries that extends across private, public, and non-profit sectors.



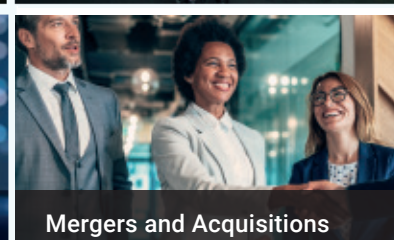
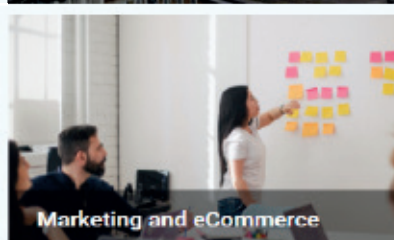
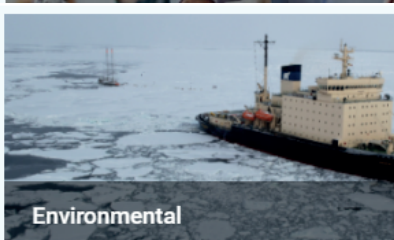
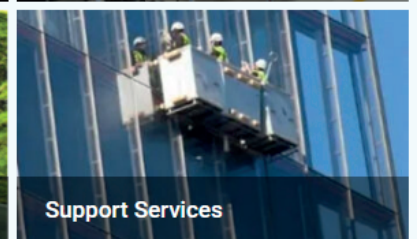
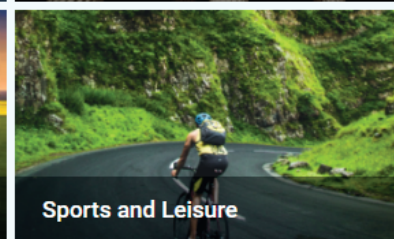
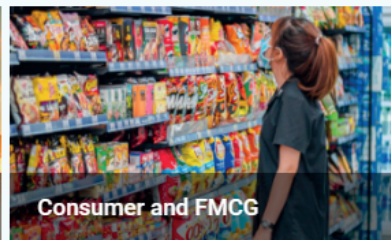
*"We've invested in Novo for a strategic MD appointment in the past for one of our Group businesses. We received an excellent service, strong shortlist and a great result. I would not hesitate to recommend Novo to other businesses in the future, in terms of their executive search expertise."*

*Group CEO, Cura Terrae*



# Sector Experience

*Our people are experts in their sectors. Our retained clients include a diverse range of private sector, public sector and not for profit organisations*





# Confidential Executive Search

*Confidentiality and discretion are cornerstones of our work*

## What is Confidential Executive Search?

A confidential search is when a client is seeking to make an executive appointment without advertising or alerting their employees, competitors, and/or clients that the position is open.

## When is a Confidential Search Necessary?

### Replacing Executives or Management Positions – Avoiding Leadership Gaps

The most common reason clients choose to conduct a confidential search is when they're replacing high-level positions in leadership where there is an incumbent.

### Exploring New Sectors/Products/Industries

Another common reason clients choose a confidential search is when their company is rolling out a new product line, business model or new a business. When looking to launch any type of industry disruption, being first to market is key when filling a need or service gap.

### Experiencing Internal Changes or Reorganisation

Clients going through significant internal changes such as mergers, IPOs, or restructuring may want to keep certain open positions quiet. Often, these situations can be sensitive.



# Diversity, Equality and Inclusion



*We help clients build diverse, senior leadership teams and more equitable workplace cultures*

## Diversity, Equality and Inclusion is at our core.

Novo is helping to change the face of leadership by working with organisations to think differently about talent in the UK's top boardrooms. We champion diversity and inclusion.

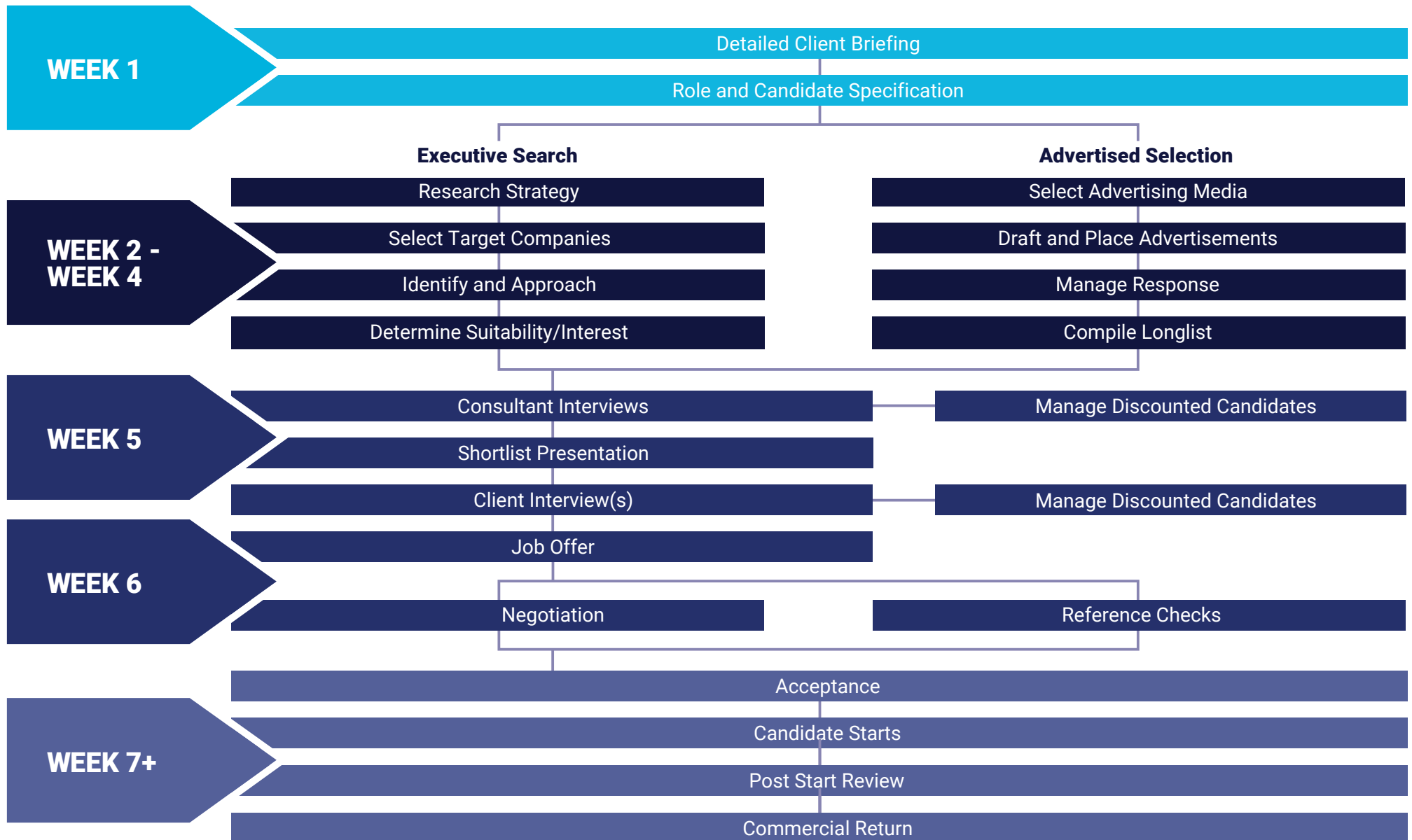
Novo is an industry leader in building diverse, senior leadership teams and more equitable workplace cultures, we map the diversity composition of leadership in our markets and proactively seek out relationships with leadership talent we know others could overlook.

Our professional staff reflect and incorporate the talent of diverse communities, making Novo a highly sustainable, well-networked and a more adaptable organisation. This comes from our passion and commitment to understanding the power of collective difference to influence communities.

*"We've invested in Novo for a number of retained headhunting search assignments over the years and have had really good success. I would not hesitate to recommend them to others for their respective senior level hiring plans."*

*Managing Partner, Hibberts*

# Project Timetable. Delivering a quality service at pace



# Global Executive Search

## National and global executive appointments

We have a successful track record of executive recruiting across all continents. We are able to draw upon the considerable experience of our international executive search consultants and researchers many of whom have multi-lingual skills.

We work across a range of industry sectors in each region and have a broad understanding of the issues organisations face in each sector. In addition to understanding these factors, we recognise that there may be specific issues to overcome within a specific market, geography and culture when dealing with global executive search.

*"Thanks to Novo for all their support and professionalism in helping us appoint an excellent Director. Your contribution has been much appreciated"*  
*Head of People, MWH Treatment*







A selection of our many clients

# Client Feedback



## Starbucks

*"Thanks to the Novo team for all your support and a wonderful outcome."*  
Head of Talent and Acquisition, Starbucks



## Motability Operations

*"Thank you, Novo, for your work and support on this role - I was pleased with the strength of the shortlist and delighted you've found me a great candidate!"*  
HRD, Motability Operations



## RBLI

*"I worked with Novo on a strategic Managing Director appointment. The service was efficient, professional and successful. We had a strong list of shortlist candidates to interview and I would be happy to work with Novo again in the future."*  
Director of People & Culture, RBLI



# Our Office Locations



executive search and selection

Tel **0844 241 2064** | [www.novoexec.com](http://www.novoexec.com)

Bristol | Birmingham | London | Manchester | Oxford | Glasgow