

Case Study

Global Director of Compliance & Ethics



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If you'd like to learn more about us, or perhaps discuss a potential assignment, please contact Vijesh Patel via

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Problem:

- Following the appointment of a new Group Chief Executive at this FTSE-listed business, a strategic internal review across the C-Suite concluded that the Legal Department needed to transform from a back-office to a commercially-focused, front-office function
- As part of this transformation, it was agreed that the new role of Global Director of Compliance & Ethics was an essential hire
- Self-referred to as a 'lean organisation', this hire was more about EQ and cultural fit, requiring someone that was happy to work to a broad remit and help educate the business in terms of what value a compliance programme can bring

Solution:

- One of the key elements to this hire was Cognitive Diversity, so our search focussed on talent outside of the sector. This talent had transferable skills and would be able to bring a fresh approach to the department and a different view in terms of 'what good looks like'
- We explored talent pools in lateral sectors and produced a long list of 201 candidates, 24% of whom were female and 88% outside of sector
- Our shortlist had candidates from Financial Services, Professional Services, Telecommunications, and FinTech

Outcome:

- The company was able to appoint a female, out-of-sector candidate, with a strong background in both public and private sector compliance and ethics
- With this critical hire made, the legal function made a significant step forward in its transformation to a more commercial department, and in changing the perception and abilities of the function within the company as a whole
- The cognitive diversity the candidate was able to bring had an immediate positive impact on the implementation of policies and the interactions with peers, globally