



**University of  
Nottingham**  
UK | CHINA | MALAYSIA

## Chief People Officer

University of Nottingham

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## 01. Executive summary

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The University of Nottingham is currently undertaking a major organisational transformation programme led by its new President & Vice-Chancellor, Professor Jane Norman. To help deliver this, the University is reshaping the structure of its University Executive Board (UEB) and hiring to several senior leadership roles within the Professional Services domain. A new Chief People Officer (CPO) will be accountable for driving a strategic HR agenda that delivers long-term sustainable momentum and cultural renewal for the university.

Reporting to the Chief Operating Officer, and serving as a key and collaborative member of the UEB, you will help to overhaul Nottingham's operating model, spearheading initiatives that contribute to an inclusive, globally-aware and innovation-oriented organisational outlook, with high levels of staff wellbeing. In doing so, you will ensure that the university can continue to meet its academic ambitions, to achieve its strategic objectives, and to elevate its ranking and reputation.

The university is seeking someone with deep and extensive HR experience, and a proven track record of leading strategic change in large, complex and, ideally, international organisations. You will possess professional accreditation (eg. CIPD membership), along with extensive understanding of transformation, organisational design, talent development, employee engagement, cultural and behavioural change, and innovative workforce solutions. As a capable, visionary, and collegiate leader, you will combine pragmatism, a sensible risk appetite, and the agility required to perform effectively in a rapidly evolving context. You will furthermore ensure that the university's values, including equality, diversity and inclusion (EDI), are embodied in all aspects of your work.

This is a chance to join a high-performing team shaping the future of one of the UK's largest and most respected universities.

With a proud history dating back to 1881, Nottingham's campuses in the UK, China and Malaysia are home to a combined total of 45,000 students and 9,000 staff. Its pioneering research has been transforming lives and societies for generations. The university is a member of the Russell Group and is known around the world for its exceptional educational experience, its distinctive global footprint, and its beautiful estate.

Applications should consist of a CV accompanied by a brief covering letter addressing the criteria in the Person Specification. These can be uploaded [here](#).

The deadline for receipt of applications is midday (GMT) on Monday 10<sup>th</sup> March 2025.

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**Click below to watch a short introductory video from the university's new President & Vice-Chancellor, Professor Jane Norman:**





## 02. About the university

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The University of Nottingham is home to a global community of defiant pioneers at the forefront of world-leading research. This is a place where lives are transformed, where barriers are broken, and where change is made together. This is 'a world beyond ordinary'. The university provides an exceptional research-led education and an outstanding student experience. Its research changes lives for the better and tackles some of the biggest challenges facing our planet today.

### History and heritage

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The University of Nottingham was established in 1881. In 1928, the businessman and philanthropist Jesse Boot donated the land that is now University Park Campus. Boot's vision of a university devoted to discovery, enterprise and the advancement of the human condition, combined with his lifelong commitment to improving health and wellbeing, remains intrinsic to the culture of the university today.



*Mahatma Gandhi visits the university in 1931*

It was at Nottingham that the non-steroidal anti-inflammatory 'Ibuprofen' was invented, and where two Nobel Prize winners – Professor Sir Peter Mansfield and Professor Sir Clive Granger – did their ground-breaking respective work on MRI and

the analysis of time series data in economics. The university will soon host the UK's most powerful MRI scanner and its innovations in medical imaging continue to revolutionise the understanding of brain function and human disease today.

At the turn of the millennium, whilst other UK universities were still debating the possible impact of globalisation on Higher Education, Nottingham's pioneering spirit led it to set up overseas campuses first in Malaysia and then in China. These are now both fully-fledged entities, welcoming thousands of students to Nottingham's international community every year. In all three countries, the university has maintained its commitment to beautiful campus surroundings that cherish the natural environment. Famously, both the Malaysia and China campuses have their own version of Nottingham's Trent Building and its iconic clock tower.

The University of Nottingham is a member of the UK's prestigious Russell Group and of Universitas 21. In the last Research Excellence Framework (REF), 90% of its research was classed as 'world-leading' or 'internationally excellent' (4\* or 3\*), with 51% of that assessed as 'world-leading' for its impact. The university has also achieved Silver rating in the national Teaching Excellence Framework (TEF).

Nottingham has a long-standing alliance with the University of Adelaide, which amongst other things aims to increase the impact of each institution's research at local, regional and national level. It also has a twinning relationship with the Ukrainian Catholic University in Lviv, offering a collaborative joint master's degree programme together.

## The challenging present

The University of Nottingham has grown considerably in recent years, without much chance to reflect on whether its existing approaches, processes, systems and culture are fit for purpose. As a consequence, a certain amount of hierarchy and duplication has built up, its financial transparency and forecasting has not always been strong enough, and a sizeable maintenance and capital investment backlog has accumulated. The entire UK higher education sector now faces additional headwinds in the form of cost inflation, static domestic UK student fees, and difficulties with recruiting international students.

Nottingham is not immune from these pressures, but it is determined to face them with confidence and optimism.

The new President & Vice-Chancellor, Professor Jane Norman, is leading an ambitious modernisation programme called 'Future Nottingham' which will help to reconfigure and restructure the operating model of the institution. To help deliver this plan, the university is hiring to several senior leadership roles in the Professional Services domain.

For more information about the university visit:

[www.nottingham.ac.uk](http://www.nottingham.ac.uk)

## Campuses



### University Park

The original 300-acre campus built amidst extensive greenery and around a lake, only two miles from the city centre



### Jubilee

A 65-acre site located only one mile from University Park. Built on the site of the former Raleigh factory



### Sutton Bonington

A 110-acre rural site on the Leicestershire border, hosting specialist facilities for biosciences and veterinary medicine



### Castle Meadow

Rooted right in the heart of the city, this is the university's new hub for enterprise, innovation and entrepreneurship



### Ningbo

A 140-acre campus on China's eastern coast, opened in 2004 in partnership with the Wanli Education Group



### Malaysia

A 48-acre site in Semenyih, and the first ever branch campus of a British university established outside the UK

The university also has a number of University Hospital sites and its King's Meadow Campus, where some of its Professional Services teams and Manuscripts and Special Collections are currently based.

### 03. Fact file

The University of Nottingham was the first institution to achieve the prestigious Athena SWAN Gold Award for advancing gender equality. It is ranked in the Top 200 in the Times Higher Education Impact Rankings 2024, which are the only global performance tables that assess universities against the United Nations' 17 Sustainable Development Goals (SDGs) and it was additionally named 'No. 1 Sports University of the Year' by The Times and The Sunday Times Good University Guide 2024.

<b>We are pioneers</b> Breaking barriers, forging change and leaving ordinary far behind.	<b>We unlock potential</b> Nurturing challengers, innovators and change-makers across subjects and specialisms.	<b>We are globally connected</b> Our community of defiant pioneers has no boundaries.	<b>We transform lives</b> Sparking extraordinary careers, influential connections and world-changing ideas.
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#### The university by numbers

- 45,000 students and 9,000 staff worldwide, drawn from more than 150 countries
- 34,000+ students studying in the UK
- 9,000+ students studying in Ningbo, China
- 4,000+ students studying in Malaysia

#### League tables

UK Ranking	World Ranking	
18	108	QS World University Rankings 2025
10	66	QS Graduate Employability Rankings 2024
16	130	THE World University Rankings 2024
30	-	UK Complete University Guide 2025
32	-	The Times and The Sunday Times Good University Guide 2024
59	-	Guardian University Guide 2024
3	-	High Fliers Graduate Report 'Top Employers' Ranking 2024
7	-	Research Excellence Framework 'Power' Ranking 2021

## 04. Governance and management

The university is structured into five faculties: Arts, Engineering, Medicine and Health Sciences, Science, and Social Sciences. It is led on a day-to-day basis by the University Executive Board (UEB), chaired by the President & Vice-Chancellor.

### A new University Executive Board

As part of 'Future Nottingham', UEB has been reimagined along lines that will provide for clearer accountability and enhanced collaboration. This refreshed group will lead the institution in simplifying and integrating, in being more decisive, and in becoming more comfortable with constructive challenge.

An org chart is shown over the page.

### The Chancellor

The Chancellor acts as an external figurehead for the university. Nottingham appointed Crossbench peer **Baroness Lola Young of Hornsey OBE**, as its Chancellor in 2020. Baroness Young is an author, actor, and peer. She became an independent member of the House of Lords in 2004, working on legislation to eliminate modern slavery and she recently chaired an independent Commission on Culture and Local Government.

### University Council

The university's governing body is Council, which approves its strategic plan and is ultimately responsible for its finances, buildings and staff. **Sir Keith O'Nions** took up the role of Chair of Council in 2020. He is a renowned scientist and the former President and Rector of Imperial College London. His career includes roles as Chief Scientific Advisor to the Ministry of Defence, Director-General Science and Innovation in the Department for Innovation and Universities and Skills, and Chair of Cambridge Enterprise at the University of Cambridge.

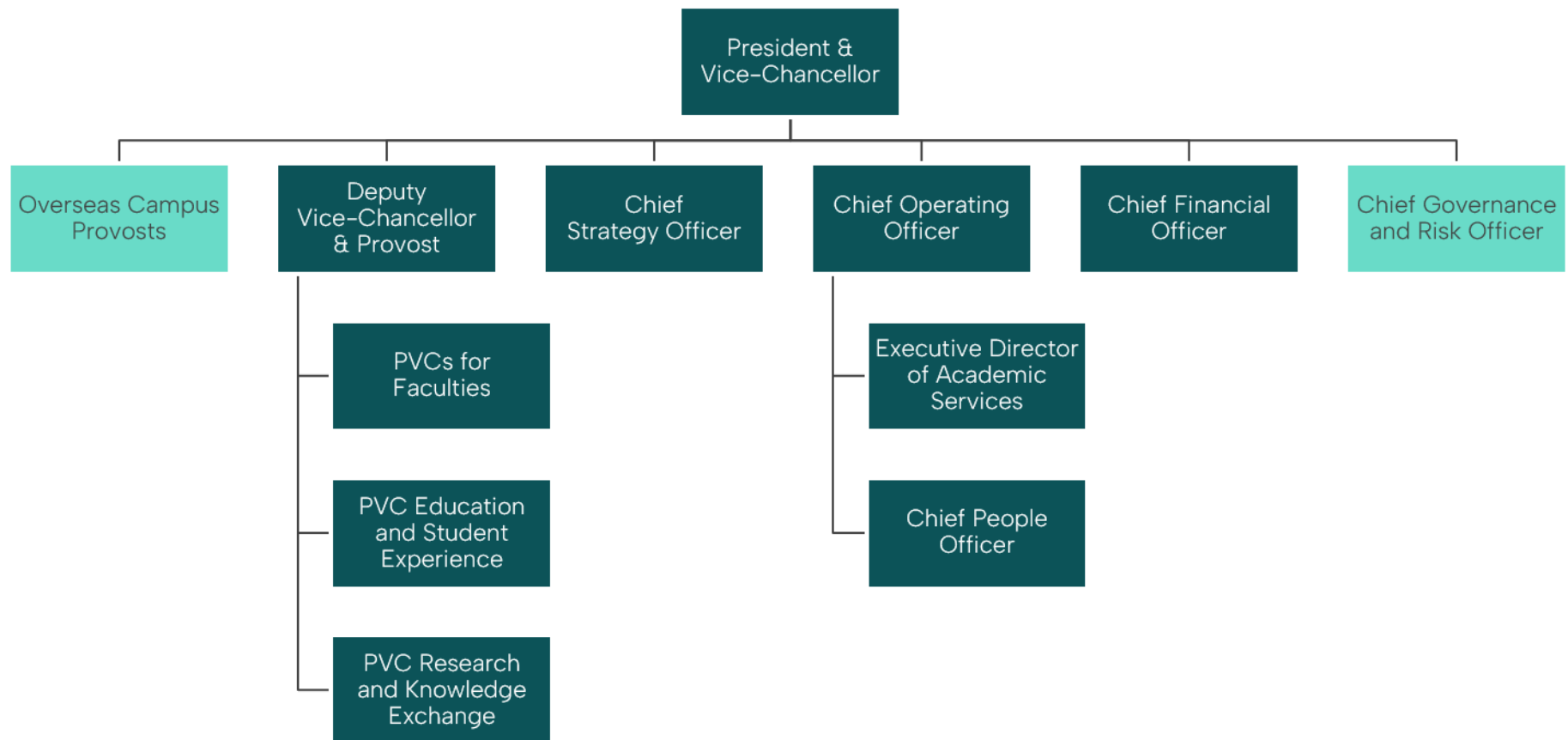
### University Senate

The academic authority of the University of Nottingham is the Senate, which has responsibility for directing and regulating teaching and examinations and promoting research. The Senate is chaired by the President & Vice-Chancellor, **Professor Jane Norman**.



## The new University Executive Board structure

There will be 12 substantive members of the new UEB. In addition, the Overseas Campus Provosts will attend as required and the Chief Governance and Risk Officer will attend but not be a voting member. These roles are consequently shown in a different colour below.







## 05. Mission, vision, and values

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### Mission

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*"We have inspiring campuses in three countries, energising us to be a globally engaged university that is also committed to making a difference in our cities and regions. We empower and support students and staff to collaborate in learning, scholarship and discovery across all realms of knowledge, solving problems and improving lives. We are stewards of a pioneering and entrepreneurial tradition of creativity and innovation."*

### Vision

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*"Our vision is to be a university without borders, where we embrace the opportunities presented by a changing world, and where ambitious people and a creative culture will enable us to change the world for the better."*

### Values

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*"Inclusivity – We are a community where everyone can contribute and be appreciated for who they are."*

*Ambition – We set the highest standards for ourselves and our work and support each other to achieve them."*

*Openness – We adopt a straightforward and transparent way of communicating with each other and with the world, championing the free exchange of ideas."*

*Fairness – Our decisions and actions are consistent, impartial and ethical."*

*Respect – We have regard for each other's rights and feelings, and demonstrate this in our behaviour, treating each other with kindness."*

## 06. Strategic goals

Solving problems and improving lives	Solving problems and improving lives through education, research and knowledge exchange of the highest quality, through application to local and global challenges and through preparing students to lead rich and fulfilling lives, thriving in the rapidly changing world of work.
Supporting potential	Recruiting students and staff with the highest potential and a desire to succeed, and supporting them to achieve their goals. Working with local communities in the region and beyond to identify and encourage people who would benefit from a Nottingham education. Putting measures in place to help to eliminate attainment gaps between students from diverse backgrounds and embed equality in decisions about staff recruitment, reward and progression.
Developing the campus experience	Cherishing the natural environment and beauty of the estate while building on Nottingham's reputation as an outstanding campus university. Developing the campuses to answer the contemporary needs of staff and students. Reaching out to new potential students across the world, attracting those who wish to access online resources, continuing professional development and lifelong learning.
Cultivating a global mindset	Continuing to evolve the principle of being one university with campuses in three countries. Providing an international experience for everyone, whether or not they leave their local campuses. Deepening existing international research and teaching partnerships, refining the curricula in the light of new global demands, providing appropriate mobility opportunities for students, and creating an on-campus culture of positive interaction among people from different parts of the world.
Fostering creativity, discovery and experiment	Staff, students and graduates are known for a willingness to experiment and innovate. Fostering an appetite for enterprise and creativity, celebrating new discoveries, tackling societal challenges and equipping students with the curiosity, entrepreneurialism and emotional intelligence to enable them to be innovators and problem solvers. Developing incentives to ensure people are empowered to experiment without fear of failure.
Contributing to Sustainable Development Goals	Making an outstanding contribution to supporting the United Nations Sustainable Development Goals through research and education, engagement with partners, our behaviour on campus and in the community. Placing a special emphasis on environmental sustainability, supporting the City of Nottingham's desire to be a Net Zero Carbon City by 2028 and working with partners in China and Malaysia to improve sustainability within their regions.
Embedding collaboration in all that we do	Endeavouring to become a university without borders, reaching out to students, alumni and civic partners, industry, governments and citizens to ensure Nottingham's research and education is developed in collaboration with its stakeholders and that the University is recognised for the many benefits it provides to society.

Learn more about the University of Nottingham's Strategy and its key enablers here:

[www.nottingham.ac.uk/Strategy/Home.aspx](http://www.nottingham.ac.uk/Strategy/Home.aspx)

## 07. Research-led education

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Teaching and learning at the University of Nottingham is led and delivered by some of the brightest minds in their fields and is shaped by the latest ground-breaking insights. Students are able to benefit from exposure to world-changing fundamental and translational research, and are immersed in a climate of collaborative inquiry focused on developing solutions to complex global challenges.

Nottingham's pioneering researchers and students work with communities, locally and globally, to make a difference in a wide range of areas, including:

- advancing us towards Net Zero aviation and establishing the East Midlands as a top location for low-carbon aerospace innovation
- shaping national and international strategies for ending Modern Slavery through the work of the University of Nottingham Rights Lab
- setting Tourette's sufferers free through a revolutionary wearable device that uses nerve stimulation to reduce physical and verbal tics

The university endeavours to offer a secure and inclusive environment that supports the wellbeing of its community; an education that is more than a degree; and a rich and stimulating social, cultural and sporting life, open to all. This is enabled by specialist teams across Admissions, Accommodation, Disability Support, Careers, Sport and Fitness, Libraries, Visa and Immigration Advice, and more.



### Students' Union

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At the heart of student life is the independent, student-led Students' Union (SU) that represents the needs and protects the rights of the student community. Based in the Portland Building, on the University Park Campus, the SU supports students through sports, societies, events and volunteering opportunities, as well as providing opportunities to make change and to find support.

### Alumni

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The University of Nottingham has a global community of 340,000 graduates who provide opportunities for lifelong learning, volunteering, and networking. Nottingham graduates are often talented trailblazers in their fields, sought after by leading employers worldwide. That is why the university was ranked as the third most targeted HEI by the UK's top employers (High Fliers 2024).

### Equality, diversity and inclusion

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The university is the place where quick minds and diverse cultures are able to learn, challenge and create. It warmly welcomes those of different cultures, ethnicities and beliefs – indeed this very diversity is vital to its success, fundamental to its values, and enriches life on campus.

Nottingham strives to create an inclusive, respectful and considerate environment where all students and staff can bring their authentic selves to work and feel they belong.



## 08. Role description

A new Chief People Officer (CPO) will lead a strategic people and organisational agenda that delivers long-term sustainable momentum for the university. Reporting to the Chief Operating Officer, and serving as a key and collaborative member of the university's Executive Board (UEB), they will transform Nottingham's operating model, spearheading initiatives that contribute to an inclusive, globally-aware and innovation-oriented organisational culture with high levels of staff wellbeing.

Responsible to the Chief Operating Officer, but also working closely with the President & Vice-Chancellor, the other key relationships of the CPO will be:

- Deputy Vice-Chancellor & Provost
- Thematic Pro Vice-Chancellors and Faculty Pro Vice-Chancellors
- Executive Director, Operations
- Executive Director, Academic Services
- Chief Strategy Officer
- Chief Financial Officer
- Chief Governance and Risk Officer

- offering expert guidance as the university evolves in response to the challenges of operating on a global scale
- setting the direction in the delivery of HR operational services within a shared professional services model by working in partnership with the Chief Operating Officer and their team to foster a collaborative environment
- empowering both academic and professional services teams to adapt to and embrace changes as the university moves progressively towards a matrix structure, ensuring a smooth transition and ongoing delivery across all service interactions

### Role purpose

- shaping and implementing comprehensive people and organisational strategies that deliver long-term sustainable transformation for the university
- playing a lead role in the design and implementation of transformational change initiatives, particularly in relation to culture, organisational design and development and people management
- collaborating closely with UEB to execute the university's people and culture strategy, ensuring alignment of people practices with the university's strategic aims
- working to enhance organisational effectiveness while promoting a thriving and inclusive staff culture





## Key accountabilities

- serving as a key member of the university's Executive Board, driving the execution of Nottingham's Strategic Plan
- developing and driving the university's long-term people and organisational strategy in alignment with its overall institutional goals and values, and external trends
- ensuring HR initiatives are tightly aligned with the overall strategy and business objectives of the university, contributing directly to its success
- spearheading initiatives that contribute to an inclusive, globally-aware and innovation-oriented organisational culture
- implementing a global approach to talent management, recognising and addressing the unique challenges and opportunities in a diverse international university setting
- implementing strategies to reinforce the university's values, ensuring they are embedded in everyday practices
- serving as a spokesperson for HR and change initiatives, fostering positive relationships with a range of global stakeholders
- overseeing talent acquisition, development, and retention strategies to attract and nurture individuals from across the world with the highest potential and desire to succeed
- building the wellbeing of staff into all talent management practices
- ensuring equality in all staff decisions and championing university-wide environmental sustainability initiatives
- building a network of leaders in the people and organisation space
- building the reputation of the university as a leader and pioneer in effective people and organisation practices and outcomes
- implementing robust succession planning to ensure a pipeline of future leaders within the university
- driving initiatives to enhance staff engagement and satisfaction, in line with the university's ambitions to develop its campus experience, with established feedback mechanisms to address concerns proactively
- leading change management initiatives to ensure the university adapts to evolving needs and external challenges
- leveraging data analytics to inform and drive HR strategies and workforce planning, ensuring decisions are evidence-based, aligned with organisational goals, and transparent
- ensuring HR practices adhere to legal requirements and industry standards and mitigate HR-related risks through effective compliance measures
- staying informed about national and international higher education policies, adapting strategy and delivery as needed
- providing collective leadership on equality and diversity, related to RKE and ESE, data protection, fraud, and bribery, to maintain the university's highest standards
- complying with health and safety legislation to provide safe working environments for staff, students, and visitors
- developing and leading teams and colleagues to deliver high performance and to meet the university's objectives and KPIs
- embedding equality, diversity and inclusion principles, in line with expectations set by the university



## 09. Person specification

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We are looking for a visionary and accomplished HR professional with a proven track record of leading strategic change in complex organisations. You will bring extensive expertise in transformation, talent development, employee engagement, and innovative workforce solutions. Importantly, you will possess the vision and capability to support the University of Nottingham as it evolves, ensuring that its people and culture strategy remains agile, inclusive, and aligned with the aspiration to be an employer and provider of choice.

### Qualifications

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- educated to a relevant degree level (or equivalent experience) plus CIPD Level 7
- membership of a CIPD professional body

### Experience

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- previous experience of leading, delivering, and developing organisation development, design and strategies within a large, complex HEI or an allied/comparable organisation
- experience in leading teams and supporting them through cultural and behavioural change so they adapt to meet evolving needs and external challenges
- ability to take a collaborative leadership approach, comfortable with challenging and working outside their area of specialist knowledge
- demonstrable experience of using data analytics and insights to inform and drive HR strategies
- ability to perform in a rapidly changing context and contribute to a high-performing team ethos
- experience of implementing a global approach to talent management in a diverse international university setting
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### Skills, knowledge and behaviours

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- an inspiring leader with strong leadership skills, capable of taking a broad, strategic perspective beyond one span of control to drive systematic organisational change across different functions and faculties to achieve shared objectives
- effective communication skills, both internally and externally, inspiring confidence and engagement
- the ability to facilitate ongoing professional development opportunities for staff and faculty, embedding a culture of continuous learning
- demonstrable executive presence and the authenticity effectively to coach and influence
- emotional intelligence and self-awareness
- the ability to role model collaborative mindset and behaviours within the leadership team and in your own people and organisation function
- a track record of championing a positive attitude towards change, promoting a culture of creativity and experimentation that becomes self-sustaining
- an up-to-date understanding of industry trends and best practices in people and change, and mega-trends in the wider world
- the ability to identify innovative approaches to enhance organisational effectiveness
- resilience and flexibility to navigate a dynamic and evolving higher education environment
- the ability to define priorities and work flexibly and effectively under pressure to meet demanding (and sometimes conflicting) deadlines

## 10. Expectations and behaviours

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The university has developed a clear set of core expectations and behaviours that its people should be demonstrating in their work, and as ambassadors of the university's strategy, vision, and values. The following attributes are considered essential:

### Valuing people

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Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, whilst also balancing the needs of the various stakeholders.



### Taking ownership

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Translates the vision into a strategy for own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.



### Forward thinking

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Always has the overall strategic goal in mind, manages to stimulate agile and forward thinking in others, motivating them and giving them the confidence to drive for continuous improvement.



### Professional pride

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Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short-term challenges. Supports people to do what is best for both the organisation and the department.

### Always inclusive

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Promotes how collaboration and positive partnerships are essential to success, constantly looking ahead to explore how to involve other potential stakeholders.



## 11. How to apply

The University of Nottingham is being assisted in this appointment process by the executive search firm Society ([www.society-search.com](http://www.society-search.com)).

Applications should consist of:

1. a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification
2. an up-to-date curriculum vitae
3. names and contact details of two referees (although referees will only be approached at the final stage of the process, and only with your express permission)

To upload your documents via Society's website, [click here](#).

The deadline for receipt of applications is midday on Monday 10<sup>th</sup> March 2025.

Shortlisted candidates will be invited to interview first with Society and then with the university itself.

An appointment will then be made subject to references and other pre-employment checks.

The appointed candidate will be offered:

- a competitive pay package in the region of £140,000 to £153,000 GBP (gross) per annum, increasing yearly in line with UCEA negotiations
- 30 days of annual leave per annum, plus UK Bank Holidays and five annual closure days
- a Universities Superannuation Scheme pension (6.1% employee contribution plus 14.5% employer contribution)
- the potential for hybrid working arrangements
- discounted access to onsite health and fitness facilities, including exercise classes
- a free counselling service
- an onsite doctor and dentist
- private AXA medical insurance
- an annual leave purchase scheme

Nottingham is committed to fostering a diverse, inclusive, and equitable workplace where everyone – regardless of background, identity, or lived experience – can thrive. As such, it welcomes applications from all qualified candidates and actively encourage those from underrepresented or marginalised groups to apply. If you require any adjustments during the recruitment process, please let us know.





## 12. Living in Nottingham

Located in the very heart of England, Nottingham is a vibrant and versatile city, rich with heritage, culture, creativity, and originality. The city has a long history, shrouded in drama, mystery, and legend. It was the home of the world-famous mythical outlaw Robin Hood, as well as of the real-life literary giants Lord Byron and DH Lawrence.

The city centre is packed with independent shops, bars, and restaurants, alongside major retail outlets, ensuring that whether you're looking for boutique finds or high-street favourites, you'll never be short of options.

Nottingham is rapidly developing and benefiting from major infrastructure and regeneration projects, in which the university is playing a vital part.

One of Nottingham's greatest strengths is its affordability compared to other major UK cities. Housing costs are significantly lower than in London, Manchester, or Birmingham, offering excellent value whether you're renting or buying. The city has a wide range of neighbourhoods to suit different lifestyles, from the creative quarter of Hockley to the family-friendly suburbs of West Bridgford and Beeston.

Nottingham's connectivity is another major advantage. The city enjoys excellent transport links, with direct rail connections to London in under two hours and easy access to other major UK cities. East Midlands Airport is just a short drive away, offering flights to numerous European destinations. Locally, Nottingham's award-winning tram system and extensive bus network make commuting and getting around effortless, reducing reliance on cars and making city living more convenient.

For those who enjoy green spaces and outdoor activities, Nottingham offers an abundance of natural beauty. Wollaton Park, home to a stunning Elizabethan mansion and a large deer park, provides a picturesque escape right in the heart of the city. Just outside Nottingham, Sherwood Forest and the rolling hills of the Peak District offer fantastic opportunities for hiking and cycling.

Culture lovers will also feel right at home in Nottingham. The city has a thriving arts and music scene, with venues like the Nottingham Playhouse, the Theatre Royal, and Rock City, as well as the university's own Lakeside Arts. Nottingham Contemporary is a must-visit for art enthusiasts, while the city's literary heritage—it is a UNESCO City of Literature—means there are always literary events, festivals, and bookshops to explore. Sports fans, too, have plenty to get excited about. The city contains a wide range of sports centres, including the National Water Sports Centre, National Ice Centre, Nottingham Climbing Centre, and Nottingham Tennis Centre. Spectators can visit Nottingham Forest and Notts County for football, Nottingham Rugby Club for rugby union, and Trent Bridge for international cricket.







The university's recruitment partner **Society** is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

