

Fletcher Jones offers bespoke executive search services to organisations primarily operating within financial services, professional practice, and the not-for-profit sectors, from our bases in London and Edinburgh.

We take the time to really understand our client's business. By working collaboratively as a team, we conduct fresh and robust searches that combine the best of traditional targeted headhunting, the use of our extensive UK and global networks, and thorough exploration of all online resources and digital platforms.

From providing insight for our clients on succession strategy for Director-level appointments to providing independent Board Evaluations and SHL psychometric testing, we develop deep working relationships and work as trusted advisers in a bespoke manner for each client. But more than that, we are passionate about our craft. Providing a human touch to each assignment is our priority, so we focus on cultural fit, cognitive diversity, and of course the candidate experience. What really excites us is to be able to advise our clients on those difficult decisions that a strong cohort of candidates brings. That's when we know we've done our job well!

Our vigorous search process lends itself to all industries and directorates, as such we do often take on assignments outside of our core sectors and offer a fresh independent view – please just ask and we will give you an honest opinion as to whether we can help. Typically, we are engaged on the following appointment types:

Chair • Chair of Audit • Chair of Risk • Senior Independent Director  
Non-Executive Director • Trustee • Chief Executive Officer • Chief Financial  
Officer Finance Director • Chief Risk Officer • Chief Investment Officer  
Chief Operating Officer • Commercial Director • Sales & Marketing Director  
Chief Actuary • Partner • General Manager • Head of School

Fletcher Jones is passionate about diversity and inclusion: we have signed up to the Voluntary Code of Conduct for Executive Search Firms, and we ensure a clear understanding of our Clients' goals on gender balance and diversity.

Without overriding the essential criteria of intellectual ability and appropriate experience, we always endeavour to present as diverse a longlist as possible in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

All our team are skilled practitioners: we tend to use at least two people on each assignment to ensure high levels of service, diverse contact networks, and complementary assessment techniques.

Please contact one of our experienced Directors for a confidential chat!



Monica Langa  
[Contact me](#)



Richard Fletcher  
[Contact me](#)



Leah Stewart  
[Contact me](#)



Jo MacLennan  
[Contact me](#)

## our researchers



Emma Walker



Rachel Walling



Donna Rose

You can also contact us at: [enquiries@fletcher-jones.co.uk](mailto:enquiries@fletcher-jones.co.uk)

*“What impressed me the most was their ability to understand the company’s culture and values and find candidates who not only had the necessary skills and experience, but also fit in well with our existing well-seasoned Board members. They took the time to get to know us and our unique needs and provided us with a pool of highly qualified candidates to choose from...”*

Richard Connell, Chair, CVS group

