

GLOBAL FINANCIAL AND
TECHNOLOGY RECRUITMENT

WORKING FOR US

NOVEMBER 2020

300 Clients
24 Countries

COMPANY OVERVIEW

OUR PLANS FOR THE FUTURE

Cooper White Group including its Technology arm – *TechAi Consulting* – are currently hiring and this publication gives you more detail on who we are, our plans for the future, who we are interested in joining us, and what you get if you join us.

Please be aware this document is aimed at experienced hires.

Cooper White Group is a global financial and technology recruitment company. Our markets are Wealth Management, Technology, and Risk & Governance.

We have supported well over 300 clients in 24 countries in our history, and in 2020 alone so far we have supported clients across 13 countries, ranging from the USA, throughout Europe, and as far afield as Japan.

Our clients include, not exclusively: investment banks, retail banks, buy side, private banks, commodities, insurance, government agencies, healthcare, and digital.

OUR DISCIPLINES

- Wealth & Investment Management
- Technology
- Risk & Governance

LEVELS

INTERIM WORK	CORE (PER DAY)	PEAK (PER DAY)
Risk & Governance	£500-900	£1,200-1,300
<i>TechAi Consulting</i>	£500-900	£1,200-1,300

PERMANENT WORK	CORE (ANNUAL)	PEAK (ANNUAL)
Wealth Management	€170-300k	€500k
Risk & Governance	£80-170k	£250k
<i>TechAi Consulting</i>	£80-160k	£225k

INTERIM WORK

Our interim work across both *TechAi Consulting* and CWG Risk & Governance is usually sat in the £500-900 charge rate range (or local currency equivalent), rarely going much below that, and peaking at circa £1,200-1,300 per day. We are experienced at IR35 compliant recruitment (public and private sector), SC & DV Clearance compliant recruitment, and we also advise on some NATO/NPPV3 level vetting work.

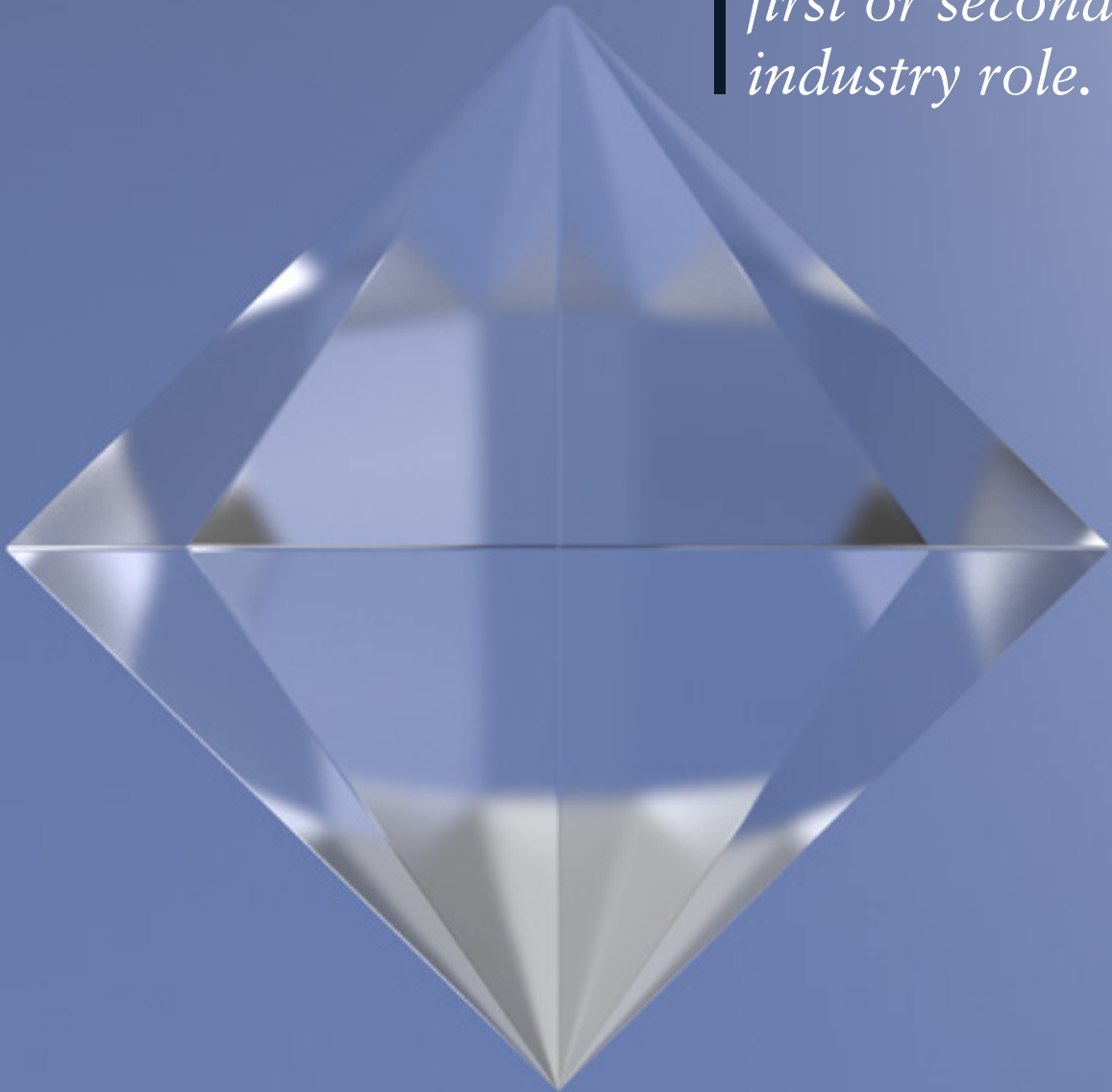
PERMANENT WORK

Our permanent work on the Wealth Management team is usually sat in the €170-300k full-compensation range (or local currency equivalent), peaking at circa €500k.

Our permanent work in the Risk & Governance team is usually sat in the £80-170k full-compensation range (or local currency equivalent), peaking at circa £250k.

Our permanent work in *TechAi Consulting* is usually sat in the £80-160k full-compensation range (or local currency equivalent), peaking at circa £225k.

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WHO WE ARE

A WORLD OF OPPORTUNITY

The average career length of people in the company is a little over 6 years currently, and everyone in the company is in only either their first or second recruitment role.

HEAD OF FINANCE

12 years at Harvey Nash, a very large listed multinational recruitment agency, ending his time there as their Financial Controller for UK, Ireland and Asia.

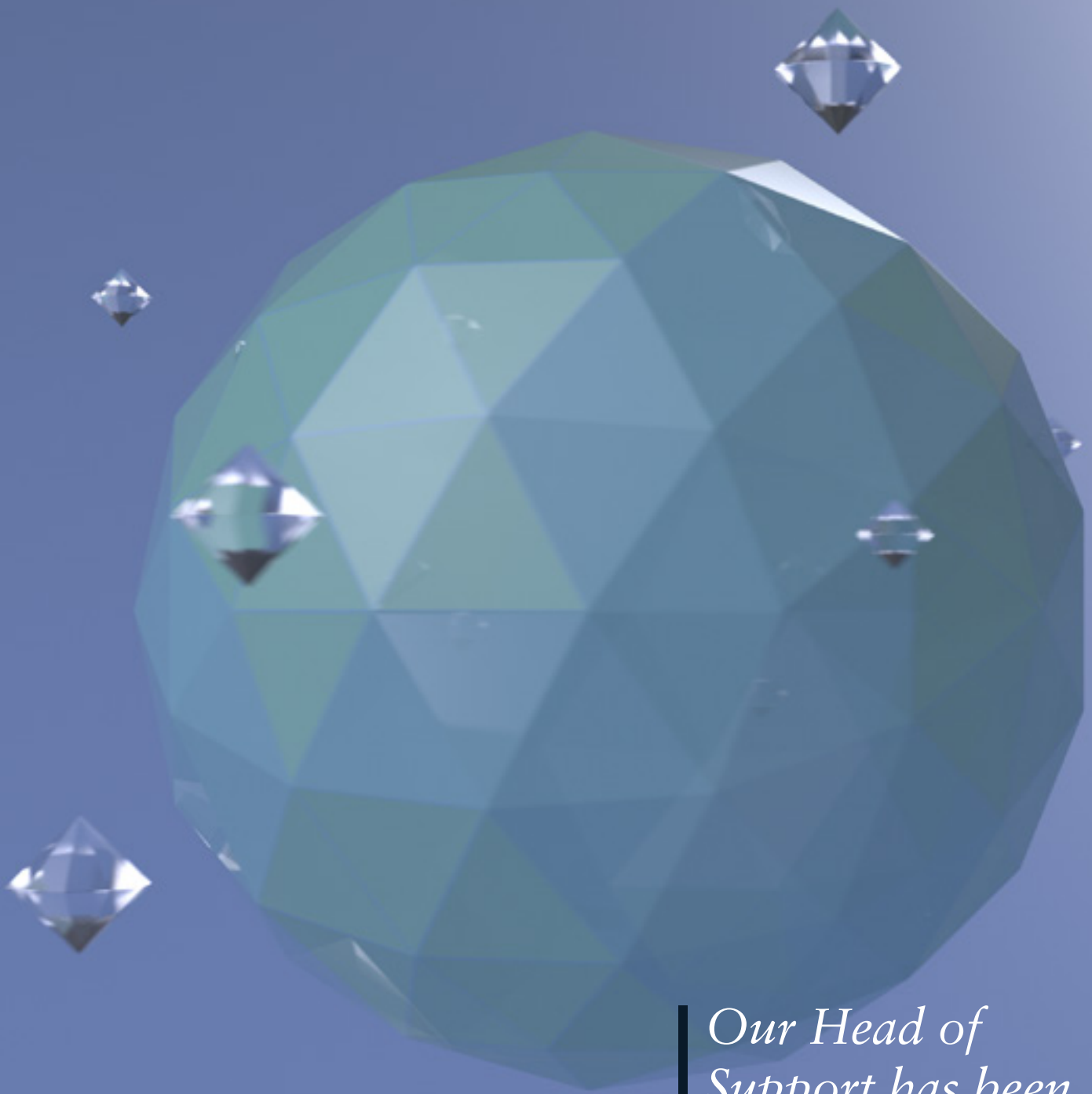
CO-FOUNDER OF TECHAI CONSULTING

5 years at G2V, top global biller (out of circa 150 billers) for each of his most recent 3 years there, billing £900k in his final year with them.

WEALTH MANAGEMENT CONSULTANT

European-focused Consultant had 5 years working in Wealth management itself and speaks European languages.

Each of our colleagues has an average industry tenure of just over 6 years.

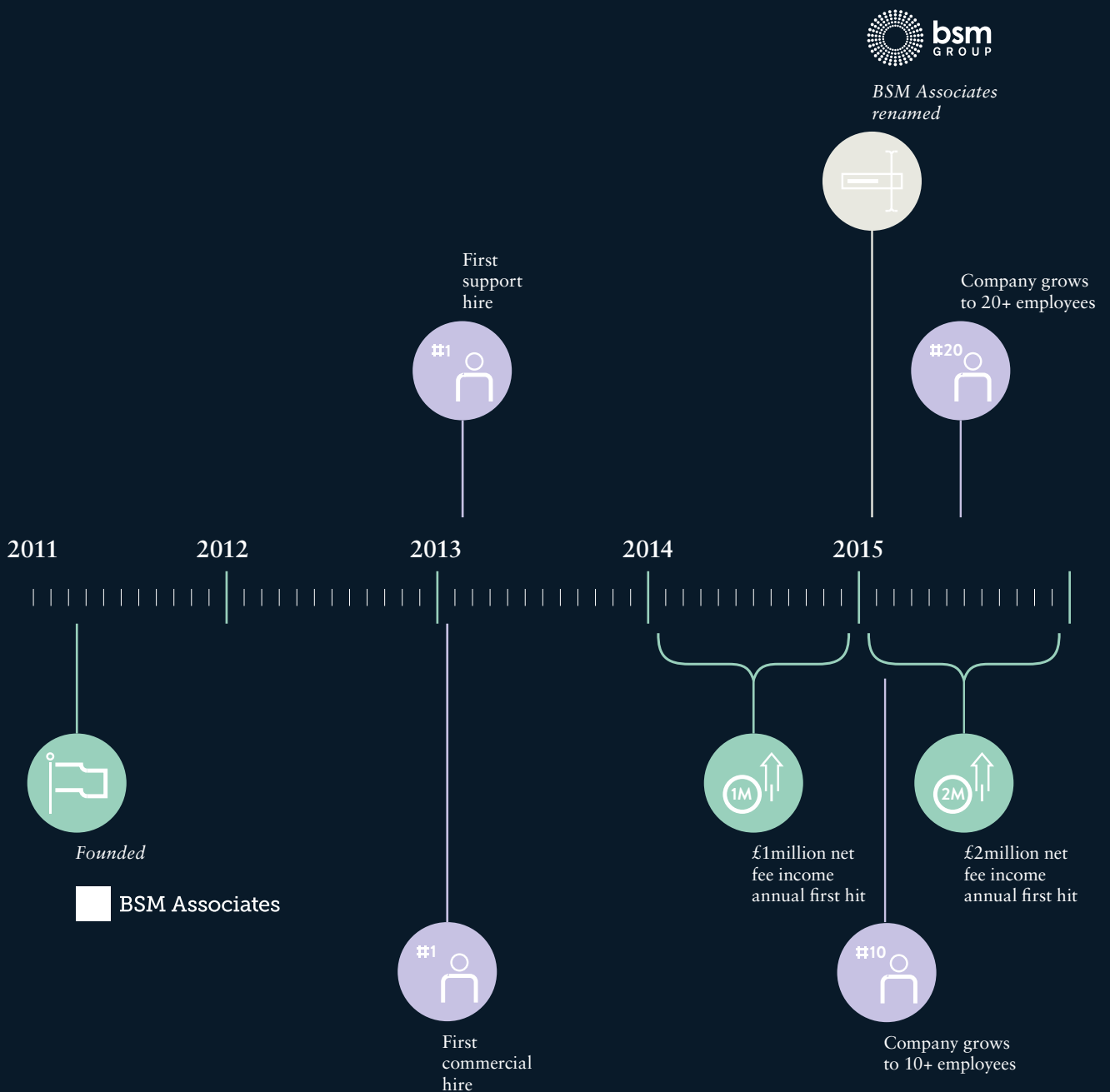


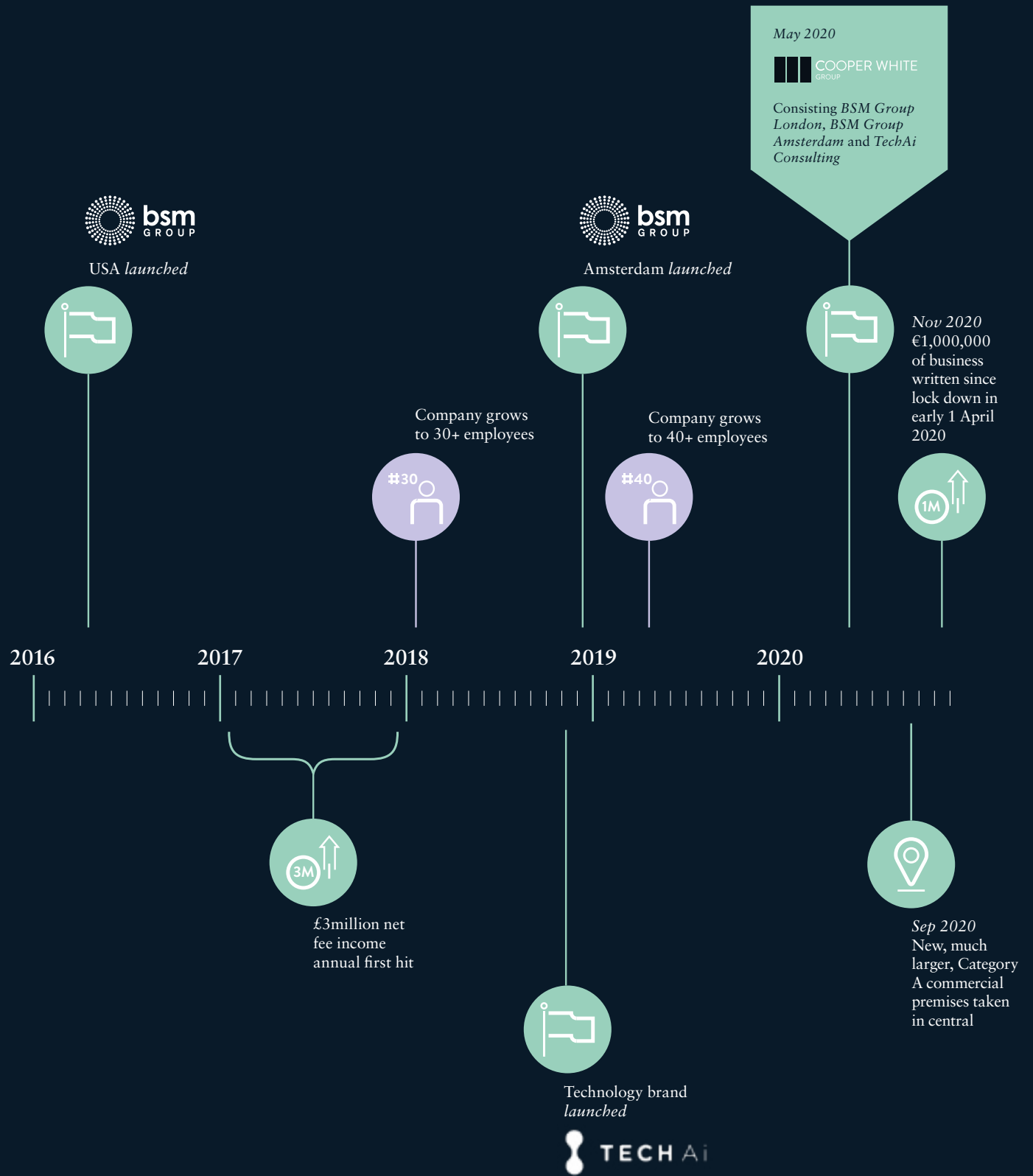
*Our Head of
Support has been
with the company
for over 7 years.*

HOW WE GOT HERE

OUR HERITAGE

Cooper White Group, including its BSM Group legacy, and what is next.





OUR VISION

2020, AND WHERE WE ARE GOING NEXT

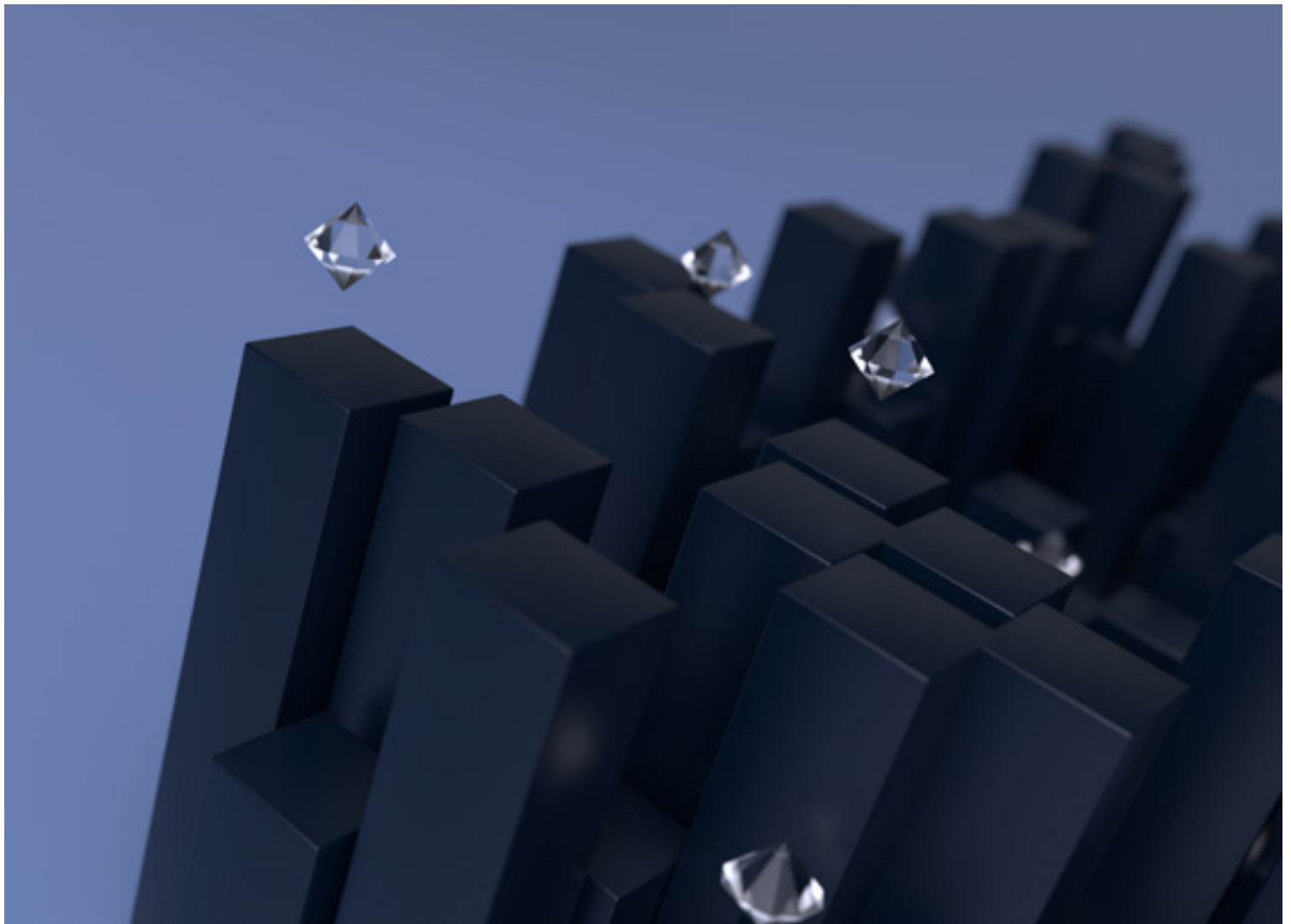
In the very beginning of the global lockdowns, and the resulting (and some would say merely brought forward) global recession we acted decisively, quickly, thoroughly, and early.

We have transitioned to, and are now committed to, a company path where senior and highly capable staff are supported by a significantly lower ratio of more junior staff, and researchers, with a full Support team covering all needs.

Further, a strategic shift we already had underway from being very UK-focused in the London office (93% of London revenue in 2017) to looking out primarily towards Europe but also globally, that we accelerated towards the end of 2019, was then significantly accelerated from April 2020. As of November 2020, just over 20% of our revenue is now made in the UK and we expect this number to remain largely unchanged in the next 12 months.

All of this, along with the excellent and committed efforts of our staff through this year, has meant in early November this year we passed the €1,000,000 revenue mark for business invoiced and/or written since the lockdowns around the world first began at the start of April.

Through 2020 and into 2021 we will continue to selectively hire in our London office in the areas set out on page 12, so a growing number of very capable people can continue to feed off each other's success, as well as information sharing.



For the foreseeable future we are keeping the company to its London office, and – once it is possible again – we will return to having a healthy and well used travel budget, to get as much face time with our active clients as is needed, and is possible, but always returning to work together here.

However, in summer/autumn 2021 we will be opening a rep-office and large apartment in Zurich; a central European hub, to allow for increasingly longer and more comfortable stays for our staff in a high-revenue location for us, and with full infrastructure in place. Looking further into 2022 and this will become a more traditional office set-up.

Senior staff are supported by a lower ratio of more junior staff, and researchers, with a full Support team covering all needs.

OUR VACANCIES

IMMEDIATELY SEEKING

We are currently actively interviewing and hiring staff in 3 areas:

TECHNOLOGY EUROPE FOCUSED

PRINCIPAL – 1 PERSON

- Mid-to-senior and high-performing with clear leadership qualities if not direct leadership experience
- Minimum immediate prior 12-month revenue of £300k.

An established brand with first class infrastructure and Support functions, giving you the opportunity for total focus.



NON-WEALTH MANAGEMENT REVENUE GENERATING FOCUS

OPEN ON MARKET, WITHIN
REASON – HEAD-OF – 1 PERSON

- Senior, high performing, and with a combination of recent (and ideally current) on-the-ground experience allied with demonstrable leadership qualities and experience
- Ideally coming from a small to mid-sized agency.

WEALTH MANAGEMENT EUROPE OR USA FOCUSED

CONSULTANT & SENIOR
CONSULTANT – 2 PEOPLE

- Consultant level: minimum immediate prior 12-month WM revenue of £150k, with £200k+ desired
- Senior Consultant level: minimum immediate prior 12-month WM revenue of £200k, with £250k+ desired
- Where there is no direct WM recruitment experience, but a desire to move into a successful WM team in a rapidly expanding and Covid-robust market, we require a minimum immediate prior 12-month revenue of £200k, with £300k+ desired, and knowledge of financial services is essential.

OUR PACKAGE

WHAT YOU GET

We are currently actively searching for a specific number of selected hires from the top of the market. If that is you, then please see a brief summary of some key incentives we can offer below.

The company has moved into an exciting period of growth and its people – current and future – are the cornerstone of all our strategies as we look forward to 2021.

QUALITATIVE

- Working with a group of like-minded high achieving people, the majority of whom started their – successful – desk within the company
- An established brand with first class infrastructure and Support functions, giving you the opportunity for total focus on clients, candidates, and revenue generation
- Large, self-contained, state of the art offices in a Category A commercial lease central Shoreditch location
- Regular overseas trips, both incentive and bonding. For example, in 2019 (not in 2020!) there were trips to Nassau Bahamas, the Dominican Republic, and Amsterdam.

QUANTITATIVE

- Highly competitive basic salaries
 - Full private healthcare for all employees
 - Quarterly commission at 30% above £25,000 revenue threshold per quarter up to Principal level, and 30% above £30,000 at Manager and above. This threshold reduces substantially for Managers, per additional employee directly reporting to that Manager
- Principal, Manager, and above level employees are often invited to participate in our Equity Options scheme, which gives direct options over the Ordinary Shares in issue in the main *Cooper White Group* vehicle, which in turn owns *TechAi Consulting*
 - Principal, Manager, and above employees are often invited to benefit from Annual Profit Share, and awards under which are paid to you on a percentage commission basis out of Group Earnings, and partly on a discretionary basis to you, from the same Group Earnings pot.

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LET'S TALK

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CONTACT

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