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HARPER:FOX  
SEARCH PARTNERS

# Welcome to Harper Fox Partners

## Unearthing Leaders, Elevating Businesses.

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# About Us

In front of every great business is a **trail-blazing** leader.

Harper Fox Search Partners are a purpose led business, providing leadership talent and executive search solutions for the global energy, engineering, manufacturing and technology sectors. As an ethical search agency we do things differently, led by exceptional and inclusive practices we bring perfect fit leadership talent first time to your business, endorsed by our 98.9% client service excellence record.

We are a new generation of transparent, forward thinking executive recruiters; inspiring change whilst adding value to businesses, through outstanding deliverance. Our team of accomplished Search Consultants, Senior Partners and International Research Professionals share the vision to inspire a truly inclusive and sustainable world, though unearthing leaders and elevating businesses.

Our Team combine years of experience from Corporate, SME, Executive Search and talent recruitment environments. Offering a wealth of knowledge, we deliver quality talent acquisition solutions, leadership assessments and workplace diversity and inclusion advisory to enable you to achieve your business goals.

Harper Fox Search Partners are a top executive search firm, with headquarters in Birmingham UK and a London Hub. We excel in engineering, energy and technology recruitment, placing Board Composition, C-Level, Director and Senior Leadership Talent, internationally. Proud to represent and embrace all, we attract and actively source to include exceptional talent through our fair selection practice, achieving a 43% increase in placing diverse leaders over the industry average of 11% within the last 12 months.

We are proud to have launched a range of initiatives which aim to inspire the next generation of future leaders within our core sectors of engineering, sustainable technology, utilities and renewable energy. As passionate advocates of change we are committed to grow in a way that benefits people, our society and the environment. This is why we have partnered with a number of pioneering organisations: The Prince's Trust, Ron Dearing UTC and The Equal Group.

## OUR VALUES



### **Ethical**

Honest, open, fair and respectful



### **Inspire**

Dynamic, passionate, advocates of change



### **Inclusivity**

Proud to embrace and represent all



### **Exceptional**

Innovators, adding value through outstanding deliverance

# OUR VISION AND MISSION

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Inspiring a truly inclusive and sustainable world.  
Unearthing leaders, elevating businesses.



## Proud to be a Sustainable Business

Sustainability is fundamental to everything we do. We are a purpose led business who are determined to have a positive impact on the people we work with, our society and the environment.

Passionate about creating a decarbonised and climate neutral world by 2050, Harper Fox Search Partners are proud to be an environmentally positive business. Representing sustainable organisations and placing leaders, who innovate future clean technology, within the engineering and renewable energy industries. We are committed to advancing these sectors and preserving a greener planet for all.

As a responsible search firm, we understand the importance of sustainable workplace practices, an issue confronting all businesses today no matter how large or small. Its proven that embracing sustainable practices leads to increased employee and investor attraction, higher levels of productivity, reduction of costs, greater long-term profitability and positive environmental change.

Welcome to our Green Business.



# Diversity & Inclusion Partnership

Companies with a **diverse workforce** are 35% more likely to outperform those without diversity initiatives. - McKinsey

A diverse and inclusive workforce – with differing approaches and perspectives – is proven to give greater employee engagement and boost business profitability within the globalised economy.

As inclusive recruitment experts we proudly impact workplace diversity through our talent attraction strategy, global ethical influence and initiatives. We positively promote inclusion and embrace all.

Diversity, inclusion and cultural competence is a business must. It starts by attracting exceptional talent, who bring diverse perspectives, experiences, and contributions. This fused with a nurturing and inclusive environment, whereby individuals can be their authentic selves, steers the path for empowered diverse leaders, to thrive and advance business engagement and profitability.

Harper Fox Search Partners passionately exemplify equality, diversity and inclusion within the business world. We lead businesses to define equality objectives to develop a cohesive strategy which will attract, present and advance diversity recruitment. This is supported by EDI business analysis, our Fair Selection Policy, Gender Pay Gap Advisory, as well as identifying and removing bias from the talent recruitment process. We understand that diverse talent is central to building a highly productive and innovative workforce for all. Having achieved a 43% increase in placing diverse talent, compared to the industry average of 11%, your organisation will see the benefits with our proven expertise.



Identify Equality Objectives



Equality and Inclusion Strategy



Attract & Advance Diverse Talent



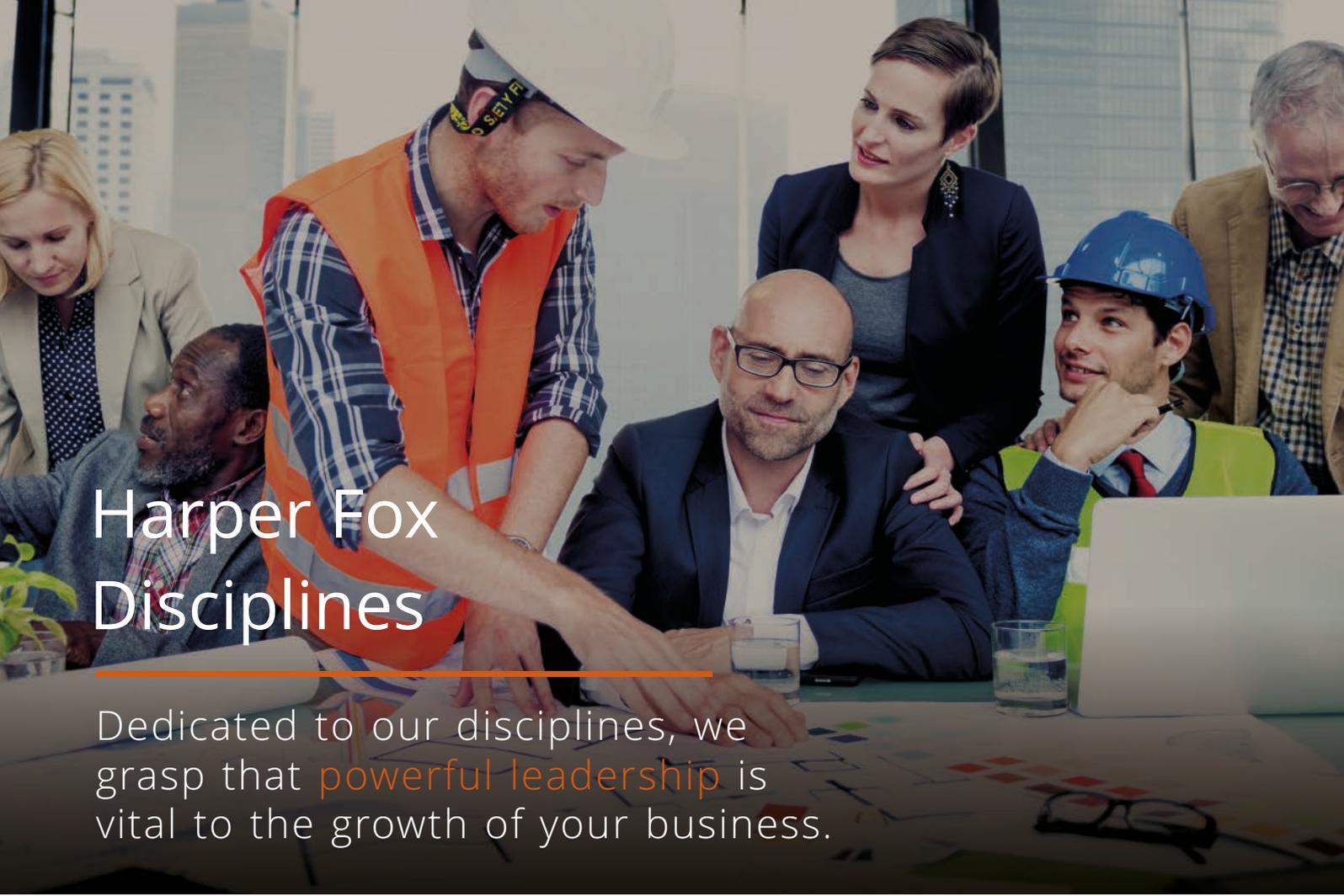
Gender Pay Gap Advisory



Identify & Remove Bias



Fair Selection Policy



# Harper Fox Disciplines

Dedicated to our disciplines, we grasp that **powerful leadership** is vital to the growth of your business.

## BOARD COMPOSITION

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- Non- Executive
- Executive
- Board Member
- Chairman

## C-LEVEL SEARCH

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- CEO
- COO
- CTO
- CFO

## EXECUTIVE SEARCH

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- Managing Director
- Senior Vice President
- General Manager
- Plant Manager

## DIRECTOR SEARCH

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- Vice President
- Head of Department
- Director
- Manager

## DISCIPLINE AREAS

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- |                 |              |
|-----------------|--------------|
| Operations      | Sales        |
| Technical       | Quality      |
| Human Resources | Supply Chain |
| Commercial      | Finance      |

## INTERIM MANAGEMENT

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- Board
- C-Level
- Executive
- Director

# Industry Index

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Proven and practiced expertise rooted within the global energy, engineering, manufacturing and utilities industries.

## ENERGY

Power Generation & Distribution, Mining & Materials, Nuclear, Utilities, Oil & Gas

## TRANSPORT

Automotive, On & Off Highway, Rail, Aerospace and Aviation

## TECHNOLOGY

IT services, software engineering, data science and analytics, machine learning and AI, network and security, infrastructure, cloud technology and hardware.

## ENGINEERING

Chemical, Civil, Electrical, Electronic, Mechanical and Pharmaceutical.

## RENEWABLES

Clean Tech, Solar, Thermal and Wind

## PRIVATE EQUITY

Investment Funds, Limited Partnerships, Investors, VC and LBO

# Leadership Search Solutions

Your Talent Determines What Your Business Can Achieve.

Harper Fox search consultants find exceptional leadership talent through our executive search solutions. Our precise talent mapping analysis and candidate delivery are systematically proven to unearth all relevant leadership talent, essential to your business's executive recruitment.

As a top executive search firm, we monitor industry-wide talent in order to benchmark all professionals, including the passive, to pinpoint highly relevant candidates from longlist to shortlist, producing optimum talent every time.

Our global networks enable us to actively headhunt the most relevant talent for your business, benefiting from our international database of over 3 million professionals and dedicated research team, we are proud to have delivered a 98.9% service excellence record.

Our diversity hiring and Fair Selection Practice ensures culturally relevant talent acquisition and diverse intelligence, this being an additional advantage for those assignments of remote location or multi-linguistic application.



Talent Mapping Analysis



Diverse Candidate Attraction



Fair Selection Practice



Salary & Benefits Advisory



Competitor Analysis



3M Professional Database



Global Research Network



Multilingual Capability



Executive Benchmarking

# Leadership Talent Assessment

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Leadership Is The Capacity To  
*Translate Vision Into Reality.*

We validate perfect-fit leadership talent for your business through our extensive leadership assessment process. Our complete candidate assessment delivers a 97% candidate retention rate; creating a lean, skilful and engaged workforce.

Harper Fox Partners leadership assessment combines competency based interview; company culture suitability; face to face leadership appraisal; psychometric personality profiling; and an in-depth candidate verification check – delivering the ideal candidate to your business first time.

Our rigorous assessment formula enables the shortlisted candidates to be compared side by side, measuring aptitude, skill, leadership style, team suitability, strength and development areas. This process can be extended to internal candidates and used within business succession planning. Our leadership assessment produces a comprehensive candidate overview enabling the business to make an informed and rewarding long-term hiring decision.



Competency Based Interview



Candidate Verification Check



Face To Face Leadership  
Appraisal



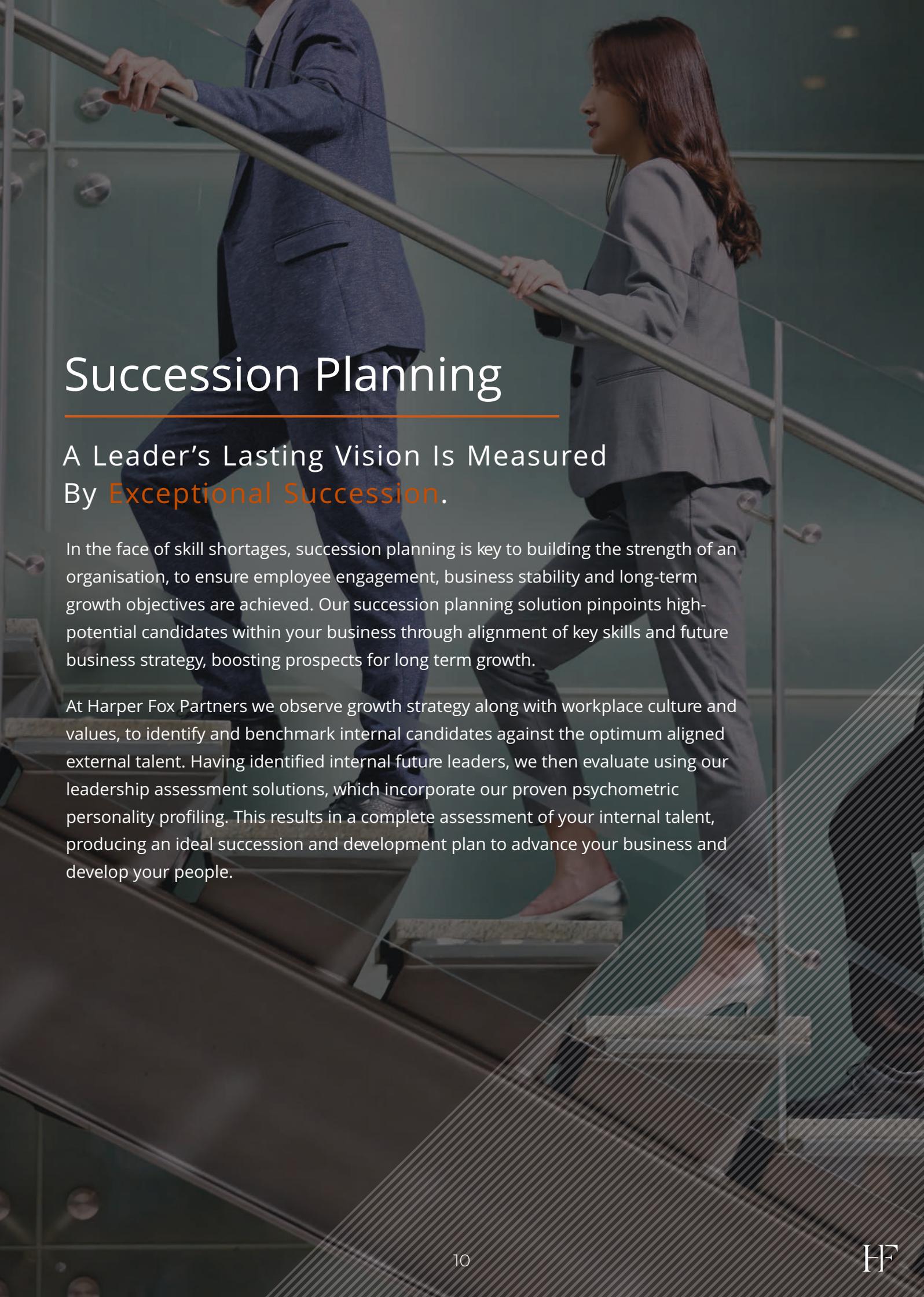
Psychometric Profiling



Company Culture Suitability



Internal Talent Assessment



# Succession Planning

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A Leader's Lasting Vision Is Measured  
By **Exceptional Succession.**

In the face of skill shortages, succession planning is key to building the strength of an organisation, to ensure employee engagement, business stability and long-term growth objectives are achieved. Our succession planning solution pinpoints high-potential candidates within your business through alignment of key skills and future business strategy, boosting prospects for long term growth.

At Harper Fox Partners we observe growth strategy along with workplace culture and values, to identify and benchmark internal candidates against the optimum aligned external talent. Having identified internal future leaders, we then evaluate using our leadership assessment solutions, which incorporate our proven psychometric personality profiling. This results in a complete assessment of your internal talent, producing an ideal succession and development plan to advance your business and develop your people.

# Harper Fox Partners The Advantage

## CANDIDATE REPLACEMENT



6 month free of cost candidate replacement assurance, guaranteeing that the placed professional is the perfect long term fit.

## THE HARPER FOX PLEDGE



Prince's Trust

For every leader we place into your business we sponsor a young person into training, education or employment through The Prince's Trust.

## GLOBAL RESEARCH NETWORK



Our Researchers span 13 countries, speaking 15 languages throughout Europe, Middle East, North America and Asia-advantageous for remote and multi-lingual assignments.

## REFUND PROMISE



If you are not fully satisfied by the service received, we guarantee a Refund Promise to you on a phase by phase basis.

## COST COMPETITIVE



Recognised throughout the geographies for exceptional service, we bring distinct partnership value whilst being kind to your bottom line.

## FAIR SELECTION POLICY



All candidates are ethically led through our Fair Selection Policy, identified through our precise market mapping analysis and candidate delivery solution.

## THE HARPER FOX ALLIANCE



From Classroom to Boardroom. "A great initiative, created to help inspire the next generation of future leaders within the Engineering & Technology sectors." – Lord Sugar

## CLIENT PORTAL ACCESS



To provide a transparent and tangible service, we offer the option of viewing the progress of the live assignment 24/7 via our live portal.

## HARPER FOX PARTNERS THE RESULTS

100%  
SUCCESS TO  
PLACEMENT RATIO

97%  
CANDIDATE  
RETENTION RATE

98%  
CANDIDATE APPROVAL  
ENDORSEMENT

43%  
INCREASED DIVERSE  
TALENT REPRESENTATION

98.9%  
SERVICE EXCELLENCE  
RECORD

4/5  
CANDIDATE RATIO  
SHORTLIST TO INTERVIEW

# The Private Equity World

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**Leadership** Is The Capacity To Translate Vision Into Reality.

In the high-stake world of the Private Equity Market, it is imperative that businesses are powered by shrewd leaders, who visualise and innovate, to construct successful team frameworks and deliver strong growth strategy.

Harper Fox Partners provide comprehensive talent solutions for the Private Equity Market and respective Portfolio Businesses. We offer a full range of solutions - spanning Talent Acquisition, Leadership Assessment and Succession Planning.

Within our sector expertise of the Global engineering, transport, energy and utilities industries, we successfully source top calibre talent for Board, C-Level, Executive, Director and Interim Leadership positions.

We have the research expertise, science and networks to deliver the leadership essentials vital to manage major transition and transformation; reducing business risk and increasing profit growth.

# Our Partnerships

As part of our ongoing commitment to positive change and inspiring industry growth, Harper Fox Partners have collaborated with several organisations who share our values, align to our mission and support the advancement of our industries.

## PARTNERSHIP WITH LORD SUGAR

We are delighted to have partnered with business magnate Lord Sugar, who made the decision to invest in Harper Fox Partners in 2020. With an executive focus and a passion for sustainability and inclusion, our offering within the engineering and energy markets proved to be an attractive new addition to Lord Sugar's portfolio; we are proud to be working in partnership with Amshold.

Lord Sugar said: "I was very impressed with Scarlett throughout The Apprentice process and we stayed in touch afterwards. I liked Harper Fox Partners' approach and their recruitment industry expertise, so it made sense to partner and strengthen the business offering further and I'm very happy that we have."



## THE EQUAL GROUP

As inclusive recruitment experts and advocates of Equality, Diversity and Inclusion (EDI), our partnership with The Equal Group was formed to provide a comprehensive EDI offering to the industry. Delivering the support needed to implement sustainable inclusion whilst ensuring the benefits of diverse hiring are reached. We recognise that a 'one size fits all' solution to EDI is not practical and efforts should be adapted to each business's strategy to be fully effective.

As proven data driven EDI specialists, The Equal Group assist organisations to establish robust EDI systems, procedures and policies, enabling businesses to measure successful progress over time. Fully understanding your business needs, allows Harper Fox Partners to focus on impactful, inclusive talent attraction campaigns for your organisation.



## THE HARPER FOX ALLIANCE: FROM CLASSROOM TO BOARDROOM

We are proud to have officially partnered with Ron Dearing UTC, which is an outstanding educational institute elevating young people through employer-led learning within the engineering, creative and technical digital sectors.

Ron Dearing UTC has a unique approach to education for 14 to 18 year olds, unlocking their infinite potential to excel. Through our Harper Fox Alliance: From Classroom to Boardroom Initiative we are volunteering time to inspire the next generation of future leaders within STEM.



# Testimonials

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"Rarely do you find such quality of service in today's modern world with a depth and breadth of knowledge which is tremendous."

David Thompson  
Head of Strategic Development  
MENA Aerospace Enterprises



"The Harper Fox Partners team were amazing."

Claire Perchard  
HR Business Partner  
Jersey Electric



"Brilliant to work with, very clear, structured in approach and excellent communication."

Riccardo Weber  
Director- Product Development  
Prysmian Group



"Highly recommend Harper Fox Partners should you have a difficult role to fill, my faith in the recruitment world has been well and truly restored."

David Harris  
Group Managing Director  
The QSS Group



"Proved to be one of the best, if not the best in the business, completely stand out to others in the market."

Satnam Thiara  
Business Development Consultant  
Balfour Beatty



"Honest and expert quality service, highly recommended."

Les Knight  
Managing Director  
Turners & Co



"Highly professional, exceptionally results driven, Harper Fox Partners deliver."

Mark Runciman  
Managing Director  
Eminox





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## Contact Harper Fox Partners

For further information or to learn more about our services, please get in touch.

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