



eximius | group

EXPERT TALENT ACROSS THE GLOBE

Financial

Law

Technology

Business Support



WHO WE ARE

An overview of Eximius Group



SERVICES

Our culture and services



INDUSTRIES

The practice areas we cover



HOW WE DO IT

Our recruitment methods



DIVERSITY

What makes us different



MEET THE TEAM

Our senior team of experts



WORLDWIDE

Our offices worldwide



FINANCIAL

LAW

TECHNOLOGY

BUSINESS SUPPORT

Eximius was founded in 2008 to supply expert talent to financial services, legal, technology and business support sectors. Our approach has allowed us to enjoy superior market performance since inception.

Today we are an established specialist search and selection firm, supporting an enviable client list across the globe.

We operate from our offices in the UK and Hong Kong, enabling global mobilisation for our clients and candidates.

OUR MISSION

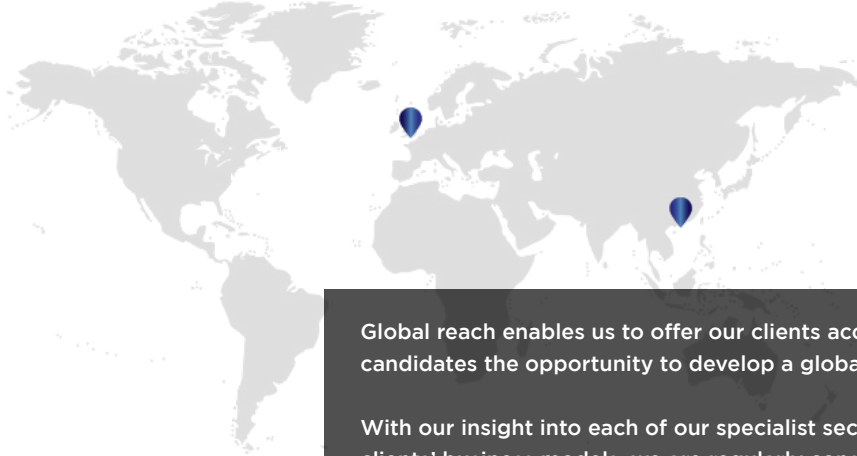
Our mission is to become the leading provider of recruitment services to our four chosen sectors – financial services, legal, technology and business support sectors, on a global basis. We believe in honesty, transparency and service excellence. These values are core to the way we do business with our clients and candidates.

WHO WE ARE

OUR CULTURE & GLOBAL REACH

The quality of support that we offer our clients and candidates is a reflection of the strength of our culture. Our foundation is built on a commitment to specialism in our chosen markets and excellence in our internal hiring, training and development. Through this approach, we are best placed to support our candidates in building their careers and our clients in building their teams and businesses.

People are at the heart of our business. Our people are carefully selected professionals with the desire to be the best at what they do. Eximius consultants are specialists in their field and are equipped to deliver the high levels of service and results that we insist on for our clients.



Global reach enables us to offer our clients access to the very best candidates and our candidates the opportunity to develop a global career search exclusively with one agency.

With our insight into each of our specialist sectors and in-depth understanding of our clients' business models, we are regularly consulted on talent pipelining and business strategy.



SERVICES

We combine in-depth sector experience with proven recruitment expertise. Our teams are structured to focus on a specific industry sector, assignment type and location. This ensures that all consultants are true experts with invaluable local knowledge, able to consistently source the best talent for our clients.

Our core market is from middle to senior level professionals. We provide both permanent and contract staffing solutions through recruitment models ranging from retained search, contingency recruitment and managed services. We work in partnership with our clients to deliver innovative solutions and outstanding results.

Our candidate acquisition model is based on proactive headhunting rather than reactive advertising, giving us exclusive access to candidates sourced for specific roles. Client assignments range from single appointments, including high level complex moves, through to global recruitment drives to source the best talent in the right locations.

PRACTICE AREAS



FINANCIAL

LAW

TECHNOLOGY

BUSINESS SUPPORT



FINANCIAL

Eximius Financial provides specialist recruitment services to the financial services industry. Our UK and European team is based at our City of London headquarters. We also operate from Hong Kong, serving the Asia Pacific markets.

We are proud to offer more than 300 years' combined industry experience across investment banking, private equity, asset and wealth management, hedge fund, spread betting, brokerage, commodity trading, regulator and retail banking.

Our teams are structured by discipline ensuring sector expertise and the ability to identify, appraise and place exceptional talent with our clients. Our consultants are highly networked across local and international markets and work with financial institutions, regulatory bodies, trade association and consultancies to attract senior leaders to executive and non-executive positions.

We help our clients attract the top performing talent in an industry changed by regulatory scrutiny and media pressure. And help our candidates find exciting new roles that satisfy their desire to move their careers and earnings forward.

Our specialist sectors include:

- Buy side
- Change management
- Compliance
- Finance
- Front office
- Internal audit
- Legal
- Operations
- Risk
- Technology
- Treasury



LAW

Eximius Law is a leading specialist recruitment firm. We have dedicated teams for in-house and private practice placements. Our in-house team further divides into financial services and commerce and industry specialisms, placing professionals across the full range of positions from AVP to General Counsel level.

Our experienced consultants have an unparalleled depth of understanding of the legal market and extensive candidate and client networks. Knowledge of the marketplace allows us to provide insight and strategic advice, alongside traditional executive search services.

Financial services: our team has an impressive track record in placing senior talent within top tier investment banks, asset managers, hedge funds, private equity firms and energy trading houses. Our particular strength lies in delivering successful searches for mid-senior individuals where we are able to demonstrate our speed, knowledge and experience of closing complex moves.

Commerce and industry: we have worked on some of the largest and highest profile European mandates and specialise in building out teams across jurisdictions. Our sector focus encompasses TMT, professional services, pharmaceuticals, biotech and life sciences, property and construction, retail, FMCG, engineering and manufacturing.

Private practice: our team specialises in placing candidates from newly qualified through to senior partner level across national and international law firms. We have an impressive track record in placing talent into Magic Circle and Silver Circle firms, top US firms and boutique practices.

We take the upmost care to match candidate aspirations with clients' technical requirements and culture.

Our practice areas include:

- Banking and finance
- Capital markets
- Commercial
- Competition
- Corporate M&A
- Dispute resolution
- Employment and pensions
- Financial services regulatory
- Funds
- Healthcare/insurance
- IP/IT
- Projects
- Real estate
- Restructuring/Insolvency
- Structured Finance
- Tax



TECHNOLOGY

Eximius Technology provides specialist and bespoke recruitment solutions for companies around the world looking to attract the top industry talent. Since our foundation in 2008 Eximius has partnered with clients of all sizes and in all industries to give them the deepest access to the evolving technology and digital markets. Our EMEA team is based between our UK offices in Central London and the UK's technology hub Reading.

Our team is comprised of specialist recruiters with decades of experience behind them but who are also using the latest tools to contact and attract the people at the cutting edge of their respective fields. Our enviable client list requires the same high quality service across the globe so our team is provided with the resources they need to deliver global or regional marketing campaigns which reach any audience. We are adept at supporting clients with varied recruitment solutions including contingency permanent and interim hires, executive search, recruitment process outsourcing and white label recruitment services.

eximius | technology

Our technical sectors include:

- Development & Digital
- Transformation & Change
- Infrastructure & Cloud
- Cyber Security & Information Security
- Banking applications and platforms

Our market sectors include:

- Commerce & Industry
- Financial Services
- Investment, Retail & Corporate Banking
- Capital markets
- Consultancy
- Public Sector
- Energy
- Pharmaceutical

We have driven fast, organic growth since we were founded in January 2008 and today we operate from offices in London, Reading & Hong Kong. We invest in industry leading training and development and we are committed to our staff.

If you are a candidate looking for a new role, a prospective client looking for someone to help you find the best talent or a recruiter looking for the best vehicle to help you grow your career, we will be delighted to hear from you.



BUSINESS SUPPORT

Eximius Business Support provides a range of support talent to a broad spectrum of clients including: investment banking, asset and investment management, private equity and venture capital, corporate finance, real estate, legal, oil and gas, executive search, technology. We are able to provide staff on temporary, fixed term and also permanent contracts.

Our UK and European team is based at our City of London headquarters. We also operate from Hong Kong, serving the Asia Pacific markets.

Support staff are integral to every business and we want to ensure the best possible talent is partnered correctly to the right role and business. We do this by consultatively and fully understanding the delicate nuances of both company and candidate, and ensuring we build long standing relationships.

Our areas of expertise include:

- Office managers
- Personal assistants
- Executive assistants
- Team secretaries
- Team assistants
- Bi-lingual secretaries
- HR
- Desk assistants
- Trade floor
- Roadshow co-ordinators
- Investor relations
- Administrators
- Receptionists
- Facilities/post room
- Family office/private PA's
- Legal secretaries

HOW WE DO IT

We employ a range of recruitment methods to ensure that we are offering the most appropriate service and delivery to our clients.

PERMANENT SOLUTIONS

We have specialist permanent consultants within each of our industry sectors. They work on mid to senior level placements and cover single vacancies as well as multiple requirements and complete team needs. Our consultants work closely with clients to understand exact requirements and ensure a lasting fit.

INTERIM AND CONTRACT SOLUTIONS

We source experienced interim managers, practiced at being parachuted into organisations at short notice. We often provide an interim while we are managing a search to allow the business continuum. Our contract assignments range from those that require a single specialist through to an integrated team.

MARKET MAPPING

Mapping, shortlisting and P and L reviews are tailored to client requirements. Our market maps feature profiles and CVs for each candidate, and charts illustrating seniority and reporting lines.

1

4

2

5

3

MANAGED SERVICES

Our managed services offer an integrated recruitment service for human resource teams. An Eximius consultant with experience in the client sector is placed in-house to focus solely on client recruitment requirements.

RETAINED SEARCH

Working on a retained basis, through a structured payment plan, ensures that an exclusive team can act as an extension of the client's recruitment team. The project specific team is led by a dedicated 'delivery consultant' and supported by researchers. The team operates in a high touch, structured manner to successfully deliver critical assignments.

MEET THE TEAM



Nick Harrington
CEO

Nick Harrington joined Eximius in 2009. Nick read Architecture at Oxford Brookes University and gained experience in the recruitment sector with privately held UK recruitment firm Palmarium, placing lawyers into private practice firms. Nick joined Eximius to build the Eximius Law business, following the success of this initiative his reach was extended to cover the Financial team in 2012.

E: nick.harrington@eximius.com
T: +44 (0) 20 7648 6950

Andrew Ellaby
Associate Director - Legal & Financial
Services

Andy manages the Hong Kong office of Eximius. Our team consists of consultants focused on either Legal (private practice and in-house), or Financial Services Projects, FinTech, and Front Office.

At Eximius, we pride ourselves on providing a consultative, hard-working service to candidates and clients, so myself and the team will listen to what you want and provide honest and constructive advice on how to achieve that.

E: andrew.ellaby@eximius.com
T: +852 3978 5034



Miriam Warburton **Director - Law and Compliance, Europe**

Miriam joined Eximius in 2010 and her role is to lead and develop the Legal Search function within the Group. Her team cover mandates across Financial Services, Commerce & Industry and Private Practice markets throughout the UK, Europe and the Middle East.

Miriam's team utilise search methodologies to identify the highest calibre candidates within the legal community and have built an unparalleled network of contacts.

E: miriam.warburton@eximius.com
T: +44 (0) 20 7648 6954



James Thompson **Director - Front office, Risk & Compliance**

James joined Eximius in early 2009 with a graduate sales background. In his first role at Eximius, he focused on the senior banking finance market where he quickly became one of the business' leading consultants. Following several years of unprecedented success, James ran the permanent division across all areas of financial services.

James now leads the Front office, Risk, Compliance and Business support desk at the London office.

E: james.thompson@eximius.com
T: +44 (0) 207 648 6926



Matt Rowe **Director - Banking Operations, Europe**

Matt has fifteen years' recruitment experience in managing and developing teams in the banking operations sector. Matt leads the operations team from our London head office.

Matt is extremely well-connected within the Operations space, and has a reputation for consistently exceeding the expectations of clients whilst delivering a great candidate experience. Matt has instilled these core values in his team of experienced consultants, along with a focus on delivering quality, not quantity with each assignment.

E: matt.rowe@eximius.com
T: +44 (0) 20 7648 6969



Tom Stoddart **Director - Finance**

Tom joined Eximius in 2008 and has progressed through the business before joining the board in April 2016. Tom has 15 years accounting and finance recruitment across all areas of financial services predominantly focusing on accounting, finance, internal audit, treasury and change management.

Tom leads these lines of business in London but his team also work successfully in regional offices in the UK, and internationally, in locations such as: Dublin, Paris, Frankfurt, Zurich, Luxembourg, New York and Singapore.

E: tom.stoddart@eximius.com
T: +44 (0) 20 7648 6920

Diversity is a key priority for our clients and ourselves, we are committed to supporting clients by attracting a diverse range of qualified candidates. We maintain a diverse talent pool through ongoing networking and by supporting potential candidates. We use our database to track diversity and regularly review additions to specific candidate groups.

Our directors are tasked with ensuring that consultants focus on innovative sourcing techniques to achieve a varied candidate profile. For example, we partner with several top tier universities across the EU to gain access to their Alumni. We are also committed to hiring a diverse range of consultants. Our belief is that diversity across our consultants will help maintain diversity across our talent pools.

DIVERSITY





EUROPE HEADQUARTERS

50 Mark Lane, London, EC3R 7QR UK

E: info@eximius.com T: +44 (0) 20 7648 6990

ASIA HEADQUARTERS

Level 6, Champion Tower, 3 Garden Road, Central Hong Kong

E: asia@eximius.com T: +852 3978 5033

www.eximius.com



eximius | group