

Crown
Commercial
Service
Supplier



RM6290 Executive and Non-Executive Recruitment Services: Lot 2 and 3

Society

London • New York • Auckland

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Introduction

“Our company exists to bring about positive change in the world through placing exceptional people into meaningful roles within good organisations. Everything we do as a business serves this end”.

We have a track record of securing qualified and diverse candidates for our clients not just in South East England or the UK, but around the world. In 2021, 57% of our appointments were female, and 31% were from a Black, Asian or Minority Ethnic (BAME) background.

We believe passionately in the potential of a vibrant public sector to improve civil society and build a stronger, fairer economy. Our experience places us in a strong position to deliver an excellent service to government departments, arms-length bodies, and NHS trusts; finding them outstanding appointees who can drive transformational change.

Society is a certified B Corporation. This means we have been independently audited in line with rigorous standards of social and environmental performance, accountability, and transparency. We have also embedded a commitment to Responsibility into our Articles of Association and deliver honest, responsive partnership to both our clients and candidates.



Our Public Sector Practice

We have significant experience of working for purpose-led organisations, whose Employee Value Propositions (EVPs) are usually more nuanced and sophisticated than a simple 'willingness to pay top dollar'. We are therefore used to bringing alive intangible considerations such as purpose, impact, and values, as well as anticipating and overcoming potential concerns agile working requests.

We are familiar with perception challenges that public sector bodies often have to overcome when seeking talent from outside. These include: (a) external confusion over Civil Service structures, role titles, and reporting lines, (b) outdated 'Yes Minister'-style assumptions of working practices and culture, (c) lack of awareness around wider career and progression opportunities, (d) pay disparities with parts of the private sector, and (e) a mistaken belief that senior roles in the public sector are only for individuals from certain locations, ethnicities, socioeconomic, or educational backgrounds.

We have a proven ability to unpack and resolve all these potential issues through engagingly providing additional information and illustrative examples. Our team also excels at 'bringing to life' the defining essence of our clients – what makes them special, unique, and therefore exciting.

Geographic Reach

We are not a London-centric search firm. Instead, we serve clients in all regions of the UK, and beyond. When doing so, we work to familiarise ourselves with each location's demographics, and to adapt our approach to candidate attraction accordingly. For example, we have had documents translated into Welsh when working with clients in Wales.

Unless otherwise instructed though, we never limit ourselves to searching only within a particular area, since we are also continually seeking out people who may be willing to relocate.

With inclusion in mind, we do not require candidates to trek to London in order to attend an interview. Instead, we either travel to them ourselves, or conduct initial interviews via video.

Key Contacts



Simon Lucas

Simon is Society's Managing Director and Founder and the key account manager for Crown Commercial Services and this Framework. He is a passionate believer in the ability of leadership to have a transformative effect on organisations, and in the ability of responsible organisations to have a transformative impact on the wider world. Simon grew up in South Wales, and read Philosophy and Politics at the University of Warwick. Along the way, he was Head Boy of Olchfa Comprehensive School in Swansea, and President of the Students' Union at Warwick. In 2005, he was hired as one of the first colleagues at the executive search firm Perrett Laver. He worked there for several years before setting up Society.

Simon's personal search track record includes handling Vice-Chancellor appointments for the University of Southampton and the University of Nottingham, Chief Executive appointments for the likes of WAC Arts, Membership Solutions Ltd (MSL), and the National Trust for Scotland, and Non-Executive appointments for HM Treasury, CAFCASS, and the British Exploring Society. Simon was a founding Trustee of The Society Foundation and is currently Vice-Chair of Hitchin Girls' School in Hertfordshire.

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Tanya Stevens

Tanya is Society's Head of Consulting. She originally joined the business to lead and develop our work in the Not-For-Profit arena, having previously spent several years in charity executive search at Peridot Partners and TMP Worldwide. Prior to this, she worked for an internship provider placing American University students into roles across London. Tanya grew up on Long Island and studied International Relations and Journalism at Boston University, before moving to the UK. She also holds an MSc in Public Policy from University College London. Tanya has led Chief Executive appointments for the likes of Stonewall, Young Women's Trust and

Heifer International, and Non-Executive appointments for clients such as Charleston, Coin Street, CAST and Turn2us. She is a Trustee of The Society Foundation, a former Trustee of Magpie Dance, and Chair of Society's Diversity, Equity, and Inclusion Working Group. She is passionate about designing and running open, inclusive recruitment processes that bring fresh talent into leadership and deliver an excellent candidate experience.

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Our Process

“We will work closely with your in-house resourcing team, the Government Recruitment Service or the Senior Talent and Resourcing Team, the Civil Service Commission, and any wider stakeholders who have a specific interest in the appointment. At all stages we will ensure that our approach dovetails with the needs of Civil Service HR”.

Our standard approach consists of four stages, each with a clear outcome:

1. Briefing and Discovery

We will meet with you to understand every dimension of the role, as well as your wider organisational context, culture, and EVP. At this point, we will also put diversity right at the top of the agenda, seeking to have a candid conversation about the spread of skills and backgrounds across your team, as well as their diversity priorities or aspirations, and where they may have experienced obstacles in the past. The outcome of this stage will be agreeing a search strategy underpinned by an attractive Candidate Pack and a public advertisement. We will work with you to draft these documents and select appropriately diverse and representative accompanying imagery.

2. Proactive Headhunt

We will hold regular update calls with you whilst the search is ongoing, so that you are always fully-appraised of how things are progressing. Unless confidential, we will also promote the appointment via our website, across LinkedIn and Twitter, on the Cabinet Office website and on your chosen job boards. We also often host ‘open hours’ on Zoom, where potential candidates are able to submit questions to the hiring manager. The outcome of this stage will be a Candidate Review Meeting, where we share all original applications along with our analysis/grading of the strongest candidates.

3. Society Interviews

Through our interviews with an agreed longlist, we will seek to build up a more textured understanding of each candidate’s background, suitability, and personal style. The outcome of this stage is a Shortlist Review Meeting where we provide succinct analysis on the strongest candidates and decide with you on a final group to be taken forward. We can tailor our interviews and analysis to refer explicitly to the Success Profiles Framework and always ensure that we examine each candidate’s adherence to the Seven Principles of Public Life.

4. Your Assessment Process

We remain fully engaged during this stage, standing ready to assist with negotiations and other logistics, and providing advice as required on suitable questions and assessment methods. The outcome of this stage is a successful appointment. We also take responsibility for feeding back to the unsuccessful candidates, ensuring they feel well treated. We will assist with references, and can help with necessary checks, security vetting, and/or BPSS requirements. We will also facilitate introductions to any unsuccessful candidate that you wish to engage with in another capacity.

Diversity, Equity, and Inclusion

*Our **Inclusive Recruitment Toolkit** is a succinct and accessible collection of practical interventions that we use to deliver open, inclusive recruitment campaigns.*

The values of Diversity, Equity, and Inclusion (DEI) are at the core of who we are as a firm and they are central to how we work. We believe that they bring strength, resilience, and legitimacy to organisations. That's what we want for our clients, and we are prepared to fight for it every step of the way.

In 2021, 57% of our appointments were female, and 31% were from a Black, Asian or Minority Ethnic background. But we take a holistic view of DEI – meaning that we approach it with an awareness of intersectionality and as encompassing not just Protected Characteristics, but also social mobility, cognitive diversity, and diversity of thought. The collection of this data is central to our practice.

We support diverse candidates and those with additional needs through a variety of means which can include:

- keeping candidate materials accessible and clearly written and making them available in different formats (eg. Braille) when required;
- promoting opportunities through job boards or other partners with an explicit diversity focus;
- arranging services such as BSL relay via the likes of SignVideo for Deaf candidates;

- signalling our understanding of issues faced by marginalised groups (eg. through the inclusion of pronouns in all colleague email signatures);
 - ensuring we only ever hold face-to-face meetings in venues with excellent disabled access;
 - vetting person specifications to ensure they distinguish between Essential versus Desirable criteria;
 - designing assessment methods that test for capability and skills in addition to experience;
 - explicitly sharing what development support and agile working options are available;
 - regularly auditing all aspects of our process for explicit or implicit bias; challenging clients about established practices that may present inclusion problems.
- Society was also a founding signatory of the Voluntary Code of Conduct for Executive Search Firms, an initiative aimed at securing a higher number of female appointments to the Boards of FTSE 350 companies.



At the end of every assignment, we ask our clients to give us a satisfaction score of between 0-10. This feeds into an overall Net Promoter Score (NPS). Our current NPS is 48.9, a score typically considered to be “Excellent” in the context of a professional services firm and reflecting an overwhelming number of 10/10 and 9/10 responses.

Outcomes and Track Record

Recent successful appointments include:



Chief Executive, Young Women’s Trust

YWT is a feminist charity working to achieve economic justice for young women. Society presented a field that was 95% female and 22% BAME. The appointed candidate was Claire Reindorp, the Head of Region at Peabody. Jo-ann Robertson, YWT’s Chair, awarded us a satisfaction score of 9/10.



Q Advisory Board Members, The Health Foundation

Q is an ambitious initiative connecting thousands of people with expertise in health and care improvement across the UK and Ireland. It is led by and incubated within The Health Foundation. Society presented a field that was 50% female and 29% BAME. Five candidates were ultimately appointed, including the Chief Medical Officer of Hexitime, Hesham Abdalla (pictured). Q awarded us a satisfaction score of 9/10.



Chief People Officer, RE:ACT Disaster Response

RE:ACT is a humanitarian charity that provides direct action in emergencies and natural disasters. Society presented a field that was 52% female and 26% BAME. The appointed candidate was Jane Pound, an experienced senior HR professional with a background in Housing, Criminal Justice, Health, and the Civil Service. General Sir Nick Parker, RE:ACT’s Chair, awarded us a satisfaction score of 10/10.



Multiple Trustees, Global Schools Forum

GSF is a collaborative community of non-state organisations working to systematically improve education for underserved children in low- and middle-income countries. Society presented a field that was 50% female and 50% BAME. Eight trustees were ultimately appointed, including Vongai Nyahunzvi (pictured), Head of Africa at Teach for All. Aashti Zaidi, GSF’s Chief Executive, awarded us a satisfaction score of 10/10.



Director of Services and Impact, Teenage Cancer Trust

TCT is a UK charity that provides cancer care and support to young people aged 13–24. Society presented a field that was 60% female and 11% BAME. The appointed candidate was Tracey Webb, the former Deputy Head of Patient Choice at NHS England. Kate Collins, TCT’s Chief Executive, awarded us a satisfaction score of 10/10.

Social Value

“We are committed to being a responsible business. This means we don’t just want to create profit, we also want to play our part in securing a fairer world and a more sustainable future.”

The Society Foundation

Every year we donate 10% of our profits to The Society Foundation. This is an independent charity we helped to set up. It provides grants aimed at helping potentially vulnerable individuals, including ex-offenders and the recently homeless or vulnerably housed.

Reaching Net Zero

We take our impact on the environment very seriously. For this reason, we have joined with other businesses in declaring a Climate Emergency and we have publicly committed ourselves to reach ‘Net Zero’ carbon emissions by 2030 at the latest.

Our Client Portfolio

We have established a simple ethical framework that helps us to decide what clients our company should and shouldn’t work with. Wherever possible, we are also trying to align our work with the UN’s Sustainable Development Goals.

Society
Global Executive Search

Certified
B
Corporation

10% of our profits go directly to
The Society Foundation



Modern Slavery

Society is fully committed to combatting modern slavery and human trafficking. We have a detailed 'Modern Slavery Statement' pursuant to section 54(1) of the Modern Slavery Act 2015. This statement outlines our pledge to ensure that slavery and human trafficking never take place in our supply chains, or in any parts of our business.

Society is a limited company, registered in England and Wales (No. 6917936). We have a wholly-owned subsidiary in the United States called Society US Inc, and another wholly-owned subsidiary in New Zealand called Society APAC Limited. All three businesses trade jointly as 'Society' and exclusively provide executive search services. Our supply chain is therefore relatively simple. We work mostly with SME providers of for our finance and accountancy, IT and computing, telephony, legal, reprographic, and design needs.

Nevertheless, we are committed to:

- continuing to identify and assess potential risk areas in our supply chains;
- using our Responsible Procurement Policy to select suppliers who share our values;
- continuing to establish how to mitigate the risk of slavery and human trafficking occurring in our supply chains;
- continuing to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers;



- continuing to commit to the protection of whistleblowers (we have a detailed Whistleblowing Policy) and to encourage the reporting of genuine concerns, including in respect of modern slavery and human trafficking;
- considering appropriate, effective and proportionate ways of raising staff awareness;
- providing input on the above referred to policies which are in development;
- ensuring all our suppliers pay a Living Wage.



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