

nedWork – finding non-execs

Russam GMS is able to find and introduce non-executive Directors across the broad spectrum of SME companies and also senior executives doing similar work.

What SMEs need

Many businesses – principally owner-managed organisations – need a particular type of independent support. They need a professional, an outsider free from internal politics, someone they trust and can confide in, who has technical and/or trade knowledge and experience beyond that which currently exists in the organisation and who can work with the company on a continuing part-time, but certainly never full-time, basis.

To begin with, the need is often difficult to define. The need may be for a Statutory non-executive Director, a Consultant, a part-time Interim Manager, a Coach, a Mentor, a Business Angel or any mix of these. The need may have been promoted by an investing venture capital company or recommended by their bankers

Finding the right person, quickly and with minimum fuss and at low cost is what nedWork offers, often working in partnership with the client or their professional advisors.

Why Russam GMS ?

One of the leading and longest established Interim Management Providers in the UK, Russam GMS has build up a sector dominating range of contacts with top independent business managers – and, very often, through them to their own contacts. We are in constant and direct contact with the 8,000 Professionals registered with us. It is our practice to email all of them every Thursday with our IND~EX Weekly. Acknowledging professional confidentiality at all times, we can put together excellent shortlists very quickly.

Working with Partners

In handling **nedWork** assignments, the Russam GMS approach is to work in conjunction with third parties who may be professional intermediaries themselves and/or close advisors to the company. Often, these will be Interim Managers registered with us who come across non-exec needs through their own business activities and who would see working with Russam GMS as the ideal solution.

However, it has been very clear for a long time that many Interim Managers registered with us are

active and successful NEDs and also work with SME clients doing similar work.

The Process

Following a face to face meeting with the client, Russam GMS will agree the brief and Terms of Business in writing – often through our third party partner and search for the ideal candidate through our website and by including it on the weekly IND~EX email to our 8,000 executive database, inviting response by email to the Russam GMS Principal handling the assignment. We know that many forward our emails to their own networks, creating a massive and immediate network – possibly unique.

We do not hold a separate database of Executives interested in or suitable for NED work – every assignment we undertake is a search started from scratch. We do NOT disclose executives' details to any other party without the permission of the executive.

The selection process follows normal recruitment practice and our shortlist is presented to our client within five days. When arranging interviews with the client, we would need to forward comprehensive information about the company and the duties additional to that previously made available to those on the shortlist.

Fees

Working with third party partners, we share the negotiated and re-agreed fee on a 50/50 basis, subject to a minimum of £7,500 to Russam GMS, payable when the Executive starts work with the client. If the arrangement does not work within 3 months, we will submit a new shortlist free of charge.

With representation around the UK there is always a Russam GMS Principal within reasonable reach to meet your requirements. All can be contacted through 01582 666970 or email hq@russam-gms.co.uk

Please also do visit our website
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