

Engaging our services: SUMS Members

SUMS members can now access GatenbySanderson's executive search services at reduced fees through their SUMS membership package.

We provide an end to end service, advising on all elements of the recruitment and selection process and support the successful applicant to transition and onboard to their new role.

Contact your designated SUMS Account Manager:

- Tessa Harrison**
 Partner (Higher Education)
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GatenbySanderson (GS) is an experienced supplier of executive search and leadership talent & development services to Higher Education. Our dedicated Education practice has successfully delivered assignments across executive, non-executive, academic and professional services roles.

Our HE Partner, Tessa Harrison, has recently joined us following a 30-year career in senior leadership roles in universities. All our Education Practice consultants have worked within higher education institutions before moving into executive search giving us recent experience and unparalleled insight into leading and managing in universities.

Executive Search

GatenbySanderson can support SUMS members across a full spectrum of senior appointments.

University Leadership team:

Vice-Chancellors, Deputy Vice-Chancellors, Pro Vice-Chancellors, Deans of Faculties, Directors of Professional Services.

Senior Academic roles:

Leadership roles at department level, Chairs, Professorial appointments.

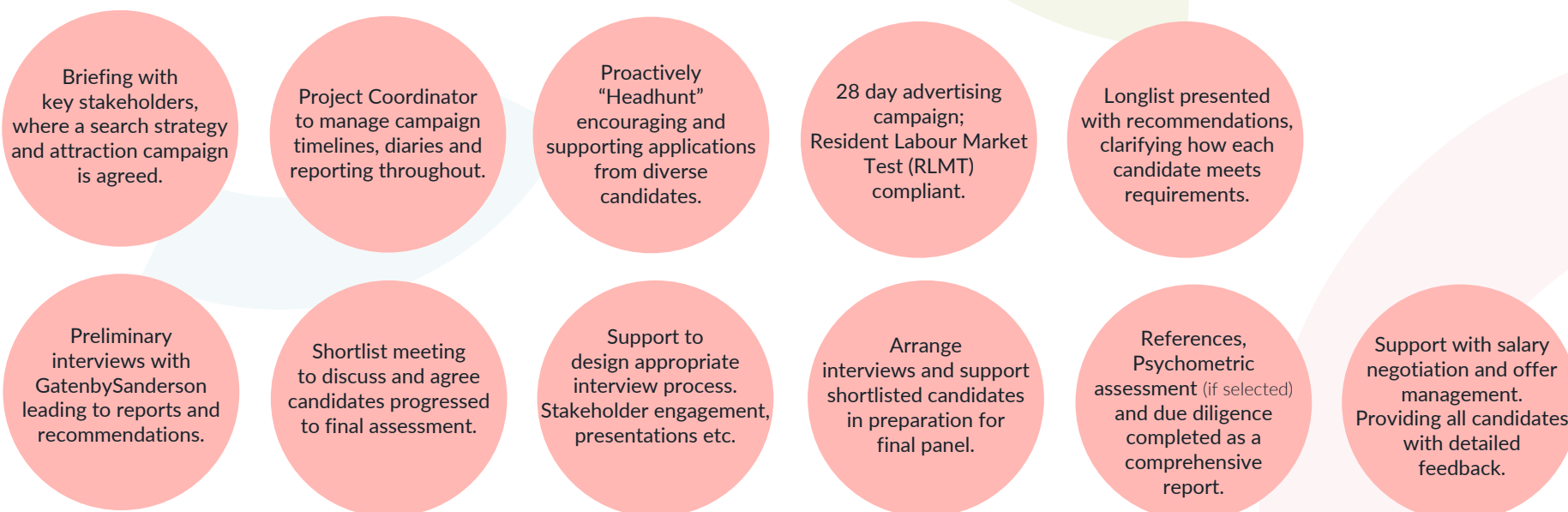
Senior Professional Services roles:

Directors, University Secretaries, Deputy Directors and 'Heads of' Professional Services.

Governing Body Appointments:

Chairs, Vice-Chairs; Treasurers, Council Members, Committee Members.

● 12 weeks: Shortlisting Service - Research to Appointment



We bring:

- Strong international networks, a creative, flexible approach and a relentless focus upon a positive client and candidate experience to ensure a successful outcome each time.
- D&I expertise; we place more senior under-represented candidates across public services than any other provider.
- Extensive experience of supporting a range of world-leading institutions in the recruitment of key leadership positions.
- Expertise to support entirely virtual processes if restrictions require.
- We are an awarded supplier on the Executive and Senior Strategic Search and Recruitment Services Agreement, specifically tendered for the HE sector and available to universities across the UK. We provide a compliant option that ensures spend is channelled through collaborative procurement solutions.

Over 60% of placements are from under-represented groups.

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I have been both a candidate and client of GS. They supported me through the Vice-Chancellor process and have recently partnered with my University in refreshing our board membership. I cannot fault the quality of the service provided both during and after recruitment. Our expectations were met and indeed exceeded with six successful candidates attracted and appointed - every requirement for diversity was taken on board. I would recommend GS to other colleagues. I believe as a leading executive search and leadership firm they provide not only excellent service but also value for money.

Vice Chancellor Testimonial, 2019

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Psychometric Assessment:

- Psychometric Assessment will provide you with an objective, defensible measure of candidates' preferred leadership style, the personal impact they will foster and their resilience, drive, and motivation.
- It ensures that we are using all available tools to better predict performance and gain insight into likely working styles, mitigating the risk of making a wrong hiring decision.
- The process is simple and straightforward. Candidates complete an assessment online, with a follow up interview from one of our in-house Occupational Psychologists.
- Detailed reports will be sent to you for review prior to interviews, highlighting areas to probe and suggested interview questions.

Transition & Onboarding Support:

- We base our success not only on a successful hire, but the positive impact that hire makes to each institution. Our transition and onboarding service means that we are in contact with the successful candidate from the point of offer, through their onboarding and transition into the role. If candidates have been through Psychometric Assessment, they will have a detailed feedback and coaching call by our in-house assessors.
- Executives appointment, post placement will be offered a complimentary survey to assess the strengths and priorities of the team they lead, measured against 5 critical conditions that when in place drive team effectiveness. This tool will help uncover if these critical conditions are in place.
- After 6 months in role, the appointed candidate will be offered a complimentary opportunity for 360 feedback. Going through this feedback process will enable individuals to understand the impact they are having in their new role and any strengths they can continue to capitalise on or development areas to target.

Our Education Practice has a 94% fill ratio for all executive search assignments.

We have particular expertise in helping Higher Education institutions undertake technology & transformation programmes.

Our globally recognised service metric – Net Promoter Score (NPS) – ranks us “World Class” across candidates and clients.

Complaints/Escalation Procedure

Should a complaint arise, our priority is to achieve a positive outcome based solution quickly. Specific campaign issues should be directed to the Lead Consultant verbally or in writing or verbally, who will then take appropriate action to resolve, keeping all relevant parties informed.