

Executive search for professional services

We find outstanding professionals to help legal and banking firms evolve.

People with precisely the right experience, skills, knowledge and contacts. People who don't just fit your firm's future, but who help determine it. The right people.

Our industry-specialist consultants analyse your unique requirements, research the market, then strategically identify and discreetly approach extremely high calibre professionals. Most often, these people are not available on the 'open recruitment market'. They tend to disregard advertised roles because they're not interested in a 'job' or a 'role'. They want something highly specific and very unique. Just as you want 'the perfect person', they want 'the perfect challenge'.

The impediments to your business success are the very challenges against which they seek to measure themselves. This means that they're not a part of your success; your success is a part of them.

The Perring Group- Locate, appoint, Evolve.

Call The Perring Group on +612 8211 2702 to speak – in confidence – with a market specialist executive search consultant.

[Our Firm]

Our Firm

Established in 1999, The Perring Group is more than a boutique executive search firm. Infinitely more. We research, network and pinpoint; we don't search. We discreetly approach challenge-oriented, high performing individuals; we don't contact candidates. Most importantly, we contribute to the strategic evolution of professional services businesses; we don't fill vacancies.

Of course, a considered, informed approach is as nought without client results. To ensure unparalleled business outcomes, The Perring Group brings to bear a proven combination of intuitive client approach, extensive experience and several ubiquitous niche networks of high-performing executives. Consequently, we have been successful in attracting some of the leading corporations from the banking and legal sectors, both in Australia and overseas. In fact, The Perring Group is now retained by numerous blue-chip international organisations, including several Fortune 100 companies, and over 90% of our engagements are the result of repeat business or client referral.

Perhaps the single most influential factor in our success – or at least that which is most visible to clients – is the market expertise of our search consultants. Not only are they able to demonstrate a true understanding of client company culture and industry-specific strategic needs, they are also comprehensively trained and extensively experienced in implementing The Perring Group's exhaustive search process. They go to great lengths to ensure that all stages of the process are fully implemented, thoroughly vetting all approached individuals, before seeking references from previous employers and after an offer has been extended. What's more, they possess the training and 'onsite' experience to advise on the design and development of remuneration and incentive packages.

Not surprisingly, both clients and candidates frequently tell us that our understanding of their industry is second to none. They quickly come to value our knowledge and advice, relying on us, not merely as service providers, but as trusted advisors.

With fully integrated offices in Sydney NSW and Brisbane Queensland, we boast an enviable track record of Australian and international success, including in the UK, USA, Middle East and Asian markets.

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[Our Services]

Our Services

All of the Perring Groups' executive search solutions are intrinsically linked to the targets of the client organisation and the needs of the approached individual.

Although these objectives may appear, at first glance, to be at opposing ends of the spectrum, there are always two key commonalities. The first: challenge. Businesses face challenges; high performing executives seek them. Businesses seek lynch-pin individuals as a consequence of business growth, staff turnover, market changes, strategy changes or changing demands from their own clients. Executives seek greater, varied or more numerous challenges, growth potential and career path support.

The second: perceived value. Both parties want their input and outcomes to be valued. Organisations want executives who will 'buy into' or own their strategic business objectives. Executives want to know that their contribution makes a difference, and that it will help determine the future of the organisation.

Our expertise lies in teasing out the details of these needs, then analysing them to identify the perfect fit of organisation and executive. A fit where organisation-executive challenges and values align, all but seamlessly. In order to achieve this, we perform a myriad of services – services which tend to elude classification. For simplicity's sake, however, we can loosely categorise them as follows.

- **Talent Acquisition** – We offer a collaborative approach to executive search, based on a thorough understanding of the strategic, financial and operational issues our clients face. Our proven processes, comprehensive analyses and extensive executive networks allow us to deliver to our clients the most talented, high performing individuals in the market.
- **Talent Management** – One of the key challenges for business leaders is to identify, develop and retain outstanding individuals. Individuals who are able to deliver consistently superior performance, both individually and as part of a team. To this end, we have developed a leadership solution that is unique in its practicality, relevance in the work place and delivery of measurable results.
- **Strategic Growth** – From start-up to blue-chip, The Perring Group can assist clients to identify opportunities within blue and red oceans (i.e. known and unknown market places).
- **Market Intelligence** – We understand why the water is moving; we don't just see ripples on the surface. Our daily interaction with clients and potential executives places us in a unique position to provide authoritative data and extensive mapping of industry sectors. We offer salary surveys, recruitment process evaluation, skills templating for resource planning, skills testing of incumbent staff, and psychometric testing.

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Practice Sectors

Locating the right executives for your organisation requires specialised industry expertise, exhaustive market intelligence and extensive professional contacts. As such, the Carlyle Perring Group consists of three specialised divisions, each dedicated to its area of expertise:

- [Banking and Finance](#) - Churchill Perring - The Churchill Perring Banking division recruits for both front and back office technically experienced staff across Corporate and Institutional, Commercial, Business, Private and Retail Banking.
- [Legal Practice](#) - Carlyle Perring - Carlyle Perring is a Legal Search firm that specialises in the recruitment of Practice Groups, Partners, and Associates for local and international law firms.
- [Wealth Management Practice](#) - Churchill Saunders – Innovative wealth management solutions, including the **planning and implementation** of strategic Acquisitions, Mergers, Joint Ventures and Partnerships, Resoaking solutions, Executive search, and Global reach facilitation.

Banking and Finance Practice

The Churchill Perring Banking division is recognised as the leading industry expert in the acquisition of future talent across Australia, with a reputation for attracting high quality, market leading candidates. We locate outstanding, technically experienced professionals for both front and back office roles across Corporate and Institutional, Commercial, Business, Private and Retail Banking.

Our proven achievements and successes within the banking and finance industry can be attributed to our consultants' in-depth levels of domain knowledge, business acumen and passion for the banking industry. We utilise an orchestrated search process that is implemented vertically within all our practice groups, to identify banking employees on a multitude of levels. Our identification and search process is transparent, collaborative and highly effective.

Recent work includes:

Corporate & Institutional Banking

General Manager
State Manager
Executive Manager
Business Development Manager
Relationship Executive
Relationship Manager
Credit Analyst
Financial Analyst

Business & Commercial Banking

General Manager
State Manager
Head of Commercial Banking
Regional Manager
Business Development Manager
Senior Relationship Manager
Relationship Manager
Assistant Relationship Manager

Retail Banking

General Manager
State Manager
Area Manager
Private Banker
Mobile Lender

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[Legal (Edit only)]

Legal Practice

Carlyle Perring is a Legal Search firm that specialises in the recruitment of Practice Groups, Partners, and Associates for local and international law firms. Our clients include top-tier Australian, UK and US firms, top 100 publicly-listed companies and blue-chip multinationals.

We also help clients open and staff new offices by recruiting their lead Partners and Associate Lawyers. By attracting local executives with extensive experience in a selected market, firms can 'hit the ground running', develop business more quickly and provide superior quality service to their clients, from the outset.

We work closely with our clients in order to tailor our search to their specific needs. We take the time to assess the goals and aspirations of our candidates to ensure that we have found the best fit. Our fully integrated, cross-border team approach enables us to source people on a worldwide basis to find the best possible candidates to meet specific client needs. Our reputation for ensuring confidentiality and providing good client service to both candidates and clients has led to exceptional results and significant repeat business.

Recent work includes:

Teams

- Insurance Team - named listed experts from a top-tier firm to global boutique firm
- IP team from top-tier to a green fields environment
- Employment team to fast growing national firm

Partners

- Corporate Partner – to National firm in Sydney
- Project Finance Partner - to set up new project Finance department at a growing national firm
- Property Partner - Head of Dept (mid-sized national firm)
- Construction Partner - Set up a new division within Melbourne
- Commercial Litigation Partner (City to City)
- IP Partner - Partner from London to Australia

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Wealth Management Practice

Churchill Saunders is a Wealth Management Industry specialist working with leading and innovative financial institutions, companies, teams and individuals to create wealth management solutions in the Asia Pacific region.

Our core competencies include Private Banking, Investment Banking, Advisory and Asset Management. We offer a diverse and unique opportunity that provides growth acceleration for your current business and future business strategies. This is achieved through Acquisition, Mergers, Joint Ventures and Partnerships, Rejoicing solutions, Executive search and Global reach.

Churchill Saunders prides itself on providing an unquestionable code of conduct with the highest ethical approach, reflective of our pre-eminent position in the Financial Services industry.

Recent work includes:

- Managing Director Private Banking Australia New Zealand (Leading Investment Bank)
- Head of Strategic Wealth Management Australia New Zealand (Leading Investment Bank)
- Vice President Wealth Management Australia (Leading Investment Bank)
- Head Of Client Relationship Management Australia (Leading Investment Bank)

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