



**Client:** **US Share Registration business setting up in UK**

Source: Referral from Compliance Consultancy

Project: Source an experienced Project Manager with sector experience

Outcome: PM identified by research and interviewed by SM-J. Presented to client and engaged on a part-time basis. The PM helped the Client to establish the viability of entering the UK market and the Client was able to make an informed decision supported by someone with detailed industry specific knowledge and experience.

**Client:** **An On-line Retail Derivatives trading platform**

Source: Existing contact, previous Client

Project: Part-time Management Accountant with financial services experience

Outcome: Candidate identified through networking and interviewed by SM-J. Presented to Client and engaged.

The candidate is assisting the Finance Director with month end accounts preparation on an on-going basis.

NB: SM-J has subsequently provided a part-time bookkeeper and a part-time compliance manager through MumWorks, a sister company specialising in part-time appointments.

**Client:** **A regional Private Equity boutique**

Source: Referral from a Compliance Consultancy

Project: Maternity cover for the CFO

Outcome: Candidate with private equity background identified through research and interviewed by SM-J. Engaged by Client.

The candidate successfully covered the position for 6 months fulfilling all duties as interim CFO including fund raisings and year end accounts.

**Client:** **An Employment Services Group**

Source: Referral from Turnaround Adviser

Project: Provide an interim while securing a permanent Financial Controller to improve the financial controls.

Outcome: Interim CFO provided from existing contact database. The Client was so pleased with the ability of the interim that the permanent recruitment project was deferred for 6 months.

SM-J had worked with this Interim Accountant before so was able to recommend him immediately for the role.

**Client:** **A Specialist Private Equity Provider**

Source: Networking

Project: Provide three bookkeepers for a new accounts service centre.

Outcome: From advertising, six candidates were filtered by SM-J from 120 applicants and telephone interviewed. SM-J organised an interview day for the Finance Director and Finance Controller and attended personally. Three selected and provided through SM-J Associates' payroll for 6 months, recently extended by a further 3 months.

**Client:** **An Asset Manager**

Source: Referral from a Compliance Consultancy

Project: Part-time Compliance Manager

Outcome: A Candidate was identified from SM-J existing contact database who had relevant experience as a compliance lawyer and manager. After interview by SM-J she was recommended to the Client and engaged.



**Client:** **A Russian backed start-up On-line Foreign Exchange Platform**

**Source:** Referral from a Compliance Consultancy

**Project:** Initially to recruit a CEO. After discussion with the Client, the Project changed to providing a Business Strategy Facilitating Consultant and later a Project Business Analyst

**Outcome:** A Facilitator with experience as COO of a major Forex business was identified from research and engaged by the Client. The Facilitator worked with the Client part-time to develop the Strategic Plan. The Plan highlighted the requirement for an experienced Business Analyst and SM-J was asked to source someone with relevant experience.

A Project Business analyst was secured through research and engaged for three months to refine the Business Plan in detail.

**Client:** **A Major Overseas Wealth Management Provider entering the UK Market**

**Source:** Referral from a Compliance Consultancy

**Project:** Recruitment of a UK Manager and support staff

**Outcome:** With a combination of carefully targeted on-line advertising and research, three candidates were short-listed from over 200 potential applicants.

After protracted negotiations facilitated by SM-J and two false starts, the third candidate proved the best choice for the Client and was engaged.

SM-J is now assisting with the recruitment of a Financial Adviser, a Financial Accountant, and an Economist to work in the new UK operation.