



prospect 
talentbeyondprofit

**Senior Consultant,
Executive Search**



About Prospectus

Established for nearly 70 years, Prospectus is a recruitment firm that works solely in the not-for-profit and social purpose business sectors, appointing roles at every level from entry-level to Manager and Chief Executive to Chair.

Prospectus aims to be a progressive, inclusive business that reflects society, amplifies and represents diverse voices, and supports our sector to build more inclusive organisations. We are a B-Corp - part of a global movement of social purpose businesses working for a fairer society. As a B-Corp we are held to higher standards of transparency, accountability, and performance, considering all stakeholders and broader impact in our success criteria.

Unlike most recruitment consultancies, our entire team works on a non-commission basis and we believe this creates a more collaborative culture which drives our success. We work truly collaboratively because we have no reason not to. We do run a company bonus scheme. This is company-wide and all employees are eligible whether they are client facing or not. We are ambitious and focused on growing the business – to the benefit of all.

Prospectus brings a deep commitment to building inclusive organisations. We are passionate about diversity, equity and contributing to solutions that drive impact and change.

A flexible, agile work environment

At Prospectus we operate a hybrid-working model, with the majority of us spending two days in our office in Holborn, central London, each week. Some of us prefer to be in the office most of the time! But wherever we work, we are one team and we have the infrastructure to support that. Meetings and learning and development sessions can happen both in-person or online and we often host social and wellbeing events across both too. We are a diverse group at Prospectus, with different responsibilities and interests outside work, and we have the diverse range of working patterns and arrangements to reflect that. We're happy to discuss any kind of flexible working.

Inclusion

Even before the world was turned on its head by the pandemic we knew how important focusing on people as individuals was. We have many initiatives in place around wellbeing, from an employee assistance programme and regular wellbeing check ins to activity clubs and "lunch and learns". Our internal equity, diversity and inclusion employee groups are at the heart of everything we do together. We have employee -led groups who create space for people to come together, share experiences and learn from one another on subjects like LGBTQ+ experiences, mental health and women's experiences, and we are committed to ensuring inclusive career progression for all.



The Team

Executive Search

A leading executive search practice for the charity, not-for-profit, third sector and social purpose business sectors, sourcing talent from the UK and internationally. We are experts in appointing talent from all parts of the economy to Chief Executive and leadership positions within charities, NGOs, social enterprises and responsible businesses.

Our approach to Executive Search recruitment

A high-quality executive search process is inclusive, collaborative, creative and well-resourced. Our experienced research and consultancy team offer expert insights into the challenges and opportunities across the sectors, and the leadership requirements needed to address them, gained through their networks, trustee roles and careers inside and outside the sector.

We typically appoint 120 leadership positions each year, with 75% of our appointments coming directly from our proactive search and headhunt.

Meet the Executive Search Team



Harjit Bola
Director of
Executive Search



Borge Andreassen
Managing Director



Erica Ritchie
Project Consultant



Rhys Barber
Senior Executive
Search Consultant



James Rice
Senior Project
Consultant



Omar Begg
Senior Consultant



Tammy Stewart
Project Consultant

Benefits



Annual Leave

28 days, rising to 30 after 2 years, and 35 after 5 years.

Plus bank holidays!



Hybrid/Flexible Working

To allow you to keep that work-life balance.



Volunteering

6 days off for volunteering – pick your choice of charity.



Pension Scheme

You contribute 5%.

We'll contribute 4%.



Share Option Scheme

Own shares in our business.



Employee Assistance Programme

Wellbeing is a priority for us – offering free counselling.



Bonus Scheme

Annual bonus scheme.



Great Location

When working from the office, enjoy our modern central London office space.



Bike Loan

Take advantage of our Ride2Work programme. Saving money on bikes, accessories etc.



Lifeworks – Perk Scheme

Enjoy hundreds of offers and discounts.



Employee Loan

Interest free loan – for travel/rent accommodation.



Sabbatical

After 3 years service, up to 12 weeks off.



Payroll Giving

Donate to any registered charity of your choice – tax free.







The opportunity

Reporting to: Director of Executive Search

Role Purpose: This role requires a highly motivated, consultative professional to provide an exceptional customer experience to both clients and candidates, while taking a lead role in expanding Prospectus' reach. This is an opportunity to bring your skills into a values-led environment, whether you are an experienced recruiter seeking greater purpose or a charity professional looking to broaden your impact.

The Senior Consultant will independently manage the full executive search process, from initial engagement to successful placement, and will be responsible for proactively developing their own client pipeline through networking, external representation, and business development activity. They will demonstrate significant exposure to organisational leadership, having worked with or advised senior stakeholders in a strategic and consultative manner. Building trust, credibility, and long-term relationships will be critical. The Senior Consultant will thrive on creating opportunities, demonstrating curiosity and tenacity in raising Prospectus' profile across the sector.

This role presents a unique opportunity for an experienced and relationship-driven professional to combine delivery excellence with sector impact. By leading high-profile searches and securing outstanding leaders, the Senior Consultant will strengthen organisations at the forefront of social change, enabling them to thrive and achieve their missions. In doing so, you will directly contribute to shaping leadership that drives meaningful change and improves society for individuals, communities, and future generations

Key Responsibilities:

- Full-cycle executive search: Independently manage the full process including proposals, pitching, taking briefs, market analysis, candidate engagement, interviews, assessments, presenting candidates, negotiating offers, and ensuring successful placements - working on a range of Leadership and Board appointments.
- Business development and pipeline growth: Proactively identify and pursue new opportunities, developing and maintaining a strong personal pipeline of executive search mandates.
- Networking and profile-raising: Represent Prospectus externally at sector events, cultivating relationships that drive new business and elevate the organisation's reputation.
- Client and candidate engagement: Work consultatively with senior leaders, providing insight, guidance, and strategic advice, and fostering long-term partnerships.
- Revenue and KPI delivery: Meet agreed financial objectives and other performance indicators, with a strong focus on revenue generation.
- Sector intelligence and thought leadership: Share insights with colleagues and contribute to building Prospectus' profile as a leader in executive search.
- Collaboration: Work closely with colleagues to map, identify, and engage high-calibre candidates, supporting both live searches and future pipeline development.
- Team contribution: Support wider team success through knowledge-sharing, mentoring junior colleagues, and contributing to internal projects.

The opportunity

Essential Skills, Experience and Abilities:

- Strong exposure to organisational leadership, demonstrating experience working with or advising senior stakeholders in a credible, consultative manner.
- Proven track record of business development, including generating new opportunities, building pipelines, and winning work.
- Excellent networking and relationship-building skills, with the ability to establish trust and long-term engagement with clients and candidates.
- A highly consultative approach, demonstrating the ability to listen actively, understand complex needs, and provide insightful advice and solutions.
- Demonstrated success in meeting and exceeding financial targets in a fundraising, professional services or sales environment.
- Highly developed written and verbal communication skills, with the ability to engage persuasively and professionally at senior levels.
- Strong project management skills, with the ability to handle multiple assignments simultaneously and work within agreed timelines.
- Curiosity, resilience, and tenacity in building networks and influencing senior-level talent.
- Understanding of the charity, social impact, or not-for-profit sector, with a commitment to Prospectus' values: Trust, Community, Collaboration.

The Important Bits:

Salary: Circa. £55,000 per annum

Contract: Permanent, full-time

Location: Hybrid – 2 days per week in our Holborn office

How to apply:

To apply for the role please submit a copy of your CV and a supporting statement (no more than 1000 words) via our jobs board [Senior Executive Search Consultant - Prospectus Recruitment Agency](#) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

Closing date: 21st June 2026

Interview date: Tuesday 30th June, in our Holborn office



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We create change by connecting people
with purpose.