

specialists in financial services recruitment

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Find out how e-volve consulting
can help you

Contents page

Introduction	1
Our approach	2
Our people	4

Introduction to e-volve consulting

e-volve to achieve your aspirations

e-volve consulting limited was formed in February 2004 with the belief that high quality, professional recruitment services can be achieved by building meaningful partnerships with clients and by working with 'candidates' as individuals.

With a sole focus in financial services we are experts in delivering solutions at specialist and senior levels. We provide a comprehensive headhunting service to professionals serious about building their business and assist ambitious and bright individuals wishing to progress their careers.

Our involvement in high quality and sometimes difficult recruitment projects has formed the basis of our excellent reputation. Quality is the primary focus, which has led to businesses and individuals who have worked with us to have a desire to engage our services again and again.

Operating in the City of London, we work with clients throughout London, the Home Counties, the South East, South West, South and Midlands.

e-volve operates differently to its competitors as the team possesses an excellent knowledge and understanding of the profession through experience and gaining essential market information. Everyone in the e-volve team wishes to play a role in moving the 'industry' into a 'profession' by sourcing the most talented people for successful businesses.

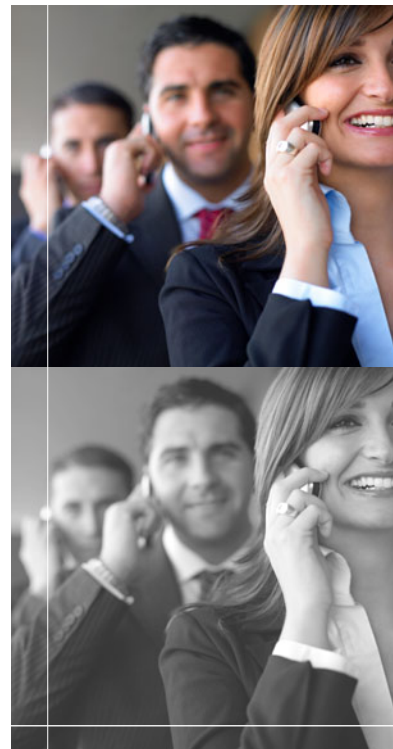
Our individual relationships are equally as important as our client relationships. We offer a truly consultative approach, both to those actively seeking employment and even more commonly, those open minded about their career progression. We benefit from a very desirable spiral effect, where increasingly high calibre candidates become clients and vice versa, providing us with opportunities to work with high calibre organisations and career opportunities moving forward.

We enjoy what we do and take pleasure in helping you achieve your goals. Our aim is to work with you as your trusted adviser to assist in developing a plan, whether a business plan or career plan in order to help you change your future.

e-volve always takes the time to thank our clients for their business and celebrate with individuals in the success of their new position.

“e-volve consulting has provided IFP members with support including; assisting businesses expand, helping individuals progress their career, giving sound advice to financial planners moving to the UK and writing articles on current issues for the IFP Journal.”

Nick Cann
Chief Executive
Institute of Financial Planning



For more information contact



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Our Approach

Simple, proactive and discreet

In today's highly competitive market it is imperative that you as the individual source the right business to satisfy your career plan. We appreciate that we may have headhunted you on behalf of one of our clients and that you are not actively looking to move, therefore it is imperative to have a good working relationship with us. You must feel secure in the knowledge that we are considering your needs too and not just the client and that you can feel confident that you can trust us and know that any conversation is in the strictest of confidence.

Every individual will have differing needs and we strive to establish a thorough understanding of your desired role, company profile, salary expectations, opportunities for promotion and overall job satisfaction. Knowledge of your core skills, experience and aspirations can help us ensure that we are totally clear of what direction you see your career path taking. This in turn gives us the ability to gauge whether the opportunity we

contacted you about initially is suitable or when future projects arise if we feel they may be of interest to you and therefore make contact with you again.

Our policy and our commitment to our candidates is that we will only present you to a client with your permission and this is generally in the form of calling the client to enthuse about you over the telephone and then the CV would follow to back up my conversation and for reference in the meeting with you.

We will provide detailed information about the company and the specific opportunity that we have contacted you about or you have shown interest in. This will include access to the client's website, notes from our meeting with the client and key members of staff, job specification, company brochures and newsletter where possible.

Our service to you

- We ensure a thorough understanding of your core skills and career aspirations
- We work in partnership with you to help you plan and achieve your goals
- We will help you to develop a CV and Personal Profile that clearly details your core skills, qualifications, experience and achievements
- We will fully brief you on the company and role
- We will only present you to a company once we have received your consent
- We will approach a company on your behalf discreetly
- We will clearly, honestly and positively portray you to prospective employers, to develop interest
- We will manage the process to maximise the most positive result

Our commitment to you

- We will always provide open lines of communication
- We appreciate that we may have approached you and therefore treat any conversation with the strictest of confidence
- We will act impartially and your interests will come first at all times
- We will tell you what we will do and what we won't
- We will be friendly, courteous and responsive
- We will act with integrity, honesty and openness in everything we do for and with you
- We will be totally transparent with regard to our dealings with you
- We will absolutely respect your confidentiality
- We will aim to meet agreed deadlines and where we can not we will update you as early as possible

Your commitment to us

- You will be open, frank and honest with us at all times
- You will give us all the information we need to work with you to the best of our ability and as per the requirements of the law, within the timescales we agree
- You will tell us as early as possible of any concerns you have about our work together
- You will provide feedback about our service as this is critical to our continuing ability to innovate and improve
- You will inform us well in advance if you are unable to attend a meeting with one of our clients
- You will turn up on time for a meeting with a client
- You will call us at your earliest convenience after the meeting to provide your detailed feedback while it is fresh in your mind
- You will give consideration to referring us to at least one other person who you believe would benefit from working with us

Our people

Caring, knowledgeable and dedicated to you



Justina Williams - Managing Director

As Managing Director and founder of e-volve consulting limited, Justina's main role is to build and maintain relationships with both clients and candidates. Her unique style and professionalism make her and the e-volve team completely dedicated to providing a high quality service. Justina has been working in Financial Services and Financial Services recruitment since 1997. This, combined with her position as Chair for The Personal Finance Society provides her with a very clear understanding of the financial planning profession. Justina has developed an excellent reputation and brand for e-volve consulting and in turn this has gained her and the company invaluable support and recommendations from candidates, clients and professional bodies such as the Institute of Financial Planning.

Justina is very much a business developer. She leads searches and develops key client accounts for the likes of Savills Private Finance, Helm Godfrey, Dimensional Wealth Management, Grant Thornton and HSBC. Her broad experience crosses many different functional areas however, her primary focus is on senior level executives including; CEOs, Directors, Heads of Department and Senior Consultants.

Justina lives in Central London with her husband Antony who is a Certified Financial Planner. In her spare time she likes to go to the gym and socialise, however her real passion lies in karting, fast cars and fine dining.

Caroline Anderson - Recruitment Consultant

Caroline joined e-volve consulting limited in April 2005 after being approached by Justina to help build the business. As a Director she is dedicated to implementing processes and making sure everything is running smoothly for the team. Caroline's background in Sales and Marketing has been key to the development of the business and this coupled with her passion to make e-volve consulting the leading recruitment consultancy in the UK defines her all round commitment.

She specialises within the IFA, Employee Benefits and Mortgage Broker arena covering London, the Home Counties and the South East. The types of positions Caroline dedicates her time to are IFAs, Financial Planners, Paraplanners, Employee Benefits Consultants, Mortgage Brokers and Senior Administrators. She is responsible for maintaining client relationships, identifying and meeting candidates, producing shortlists and arranging interviews. Client and candidate satisfaction and excellent communication are the hallmark of the service that she provides.

In Caroline's spare time she enjoys walking her two German Shepherds, going to the gym and sampling the many culinary delights made by her husband Scott who is a Development Chef.



Training and Coaching Team

The team designs and delivers the most effective development solutions in the most innovative way, by ensuring they are up to date on any new training tools in the market place. They have the flexibility to work in the way that the client wants them to. They take delight in seeing people grow and learn, which ultimately adds value to any business.

The team's experience includes training and development for a range of individuals and clients including international and blue chip companies. Their passion for working across multi-cultural and creative teams makes them effective communicators. Their training and HR backgrounds bring a depth of experience and wealth of knowledge to new projects: from facilitating team conflict management programs, performance management, personal development, presentation skills, sales, recruitment and qualification training.

Research team

Our team is experienced and dedicated to sourcing the best people through proactive methods. They are responsible for researching the market place in accordance with our clients' specific needs, formulating candidate source lists, making initial calls to top achievers and inputting information on individuals and clients into the database.

To arrange a convenient time for a meeting to explore how e-volve consulting can help you move your career forward please contact us through any of the mediums listed below.
We look forward to meeting up with you soon.



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