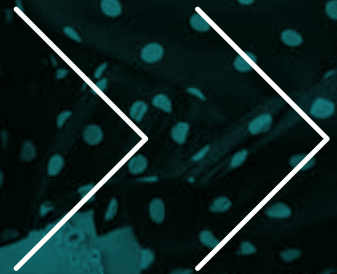



MILES | ADVISORY

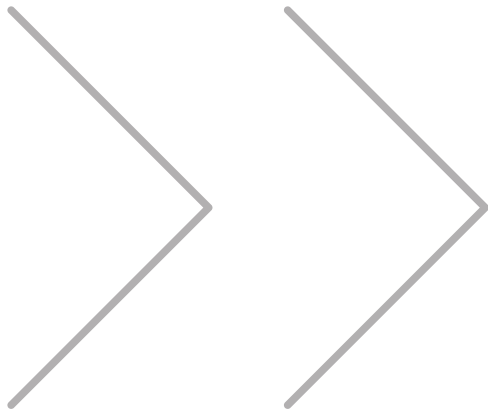
# BeMore at Miles Advisory





**More  
than  
search**

# The world of executive leadership is changing.



No longer is it enough for today's top tier managers to focus on operational performance, profitability or service delivery targets.

Today, they also have to focus on creating positive outcomes for the fuller range of stakeholders.

As equally responsible for the environment, societies and communities they are a part of, as they are for the success of the organisations and people they lead.

This new leadership landscape, where purpose is as vital as profit demands a new kind of talent acquisition partner.

One that can not only partner clients with their most senior hires. But that can then seamlessly integrate solutions to support leadership to drive wider organisational, behavioural and cultural change.

This is the space occupied by Miles Advisory.

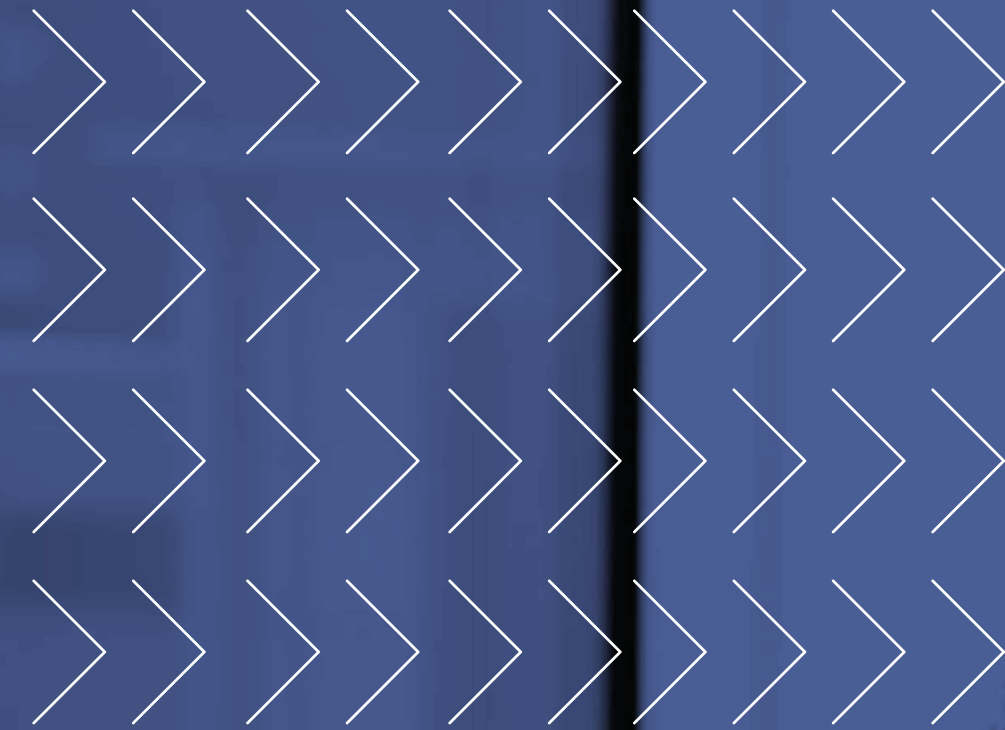
Thanks to our unique culture, communications capabilities and holistic approach, we can offer you a future that entails far more than executive search.

As one of our partners, you'll have a role that's less transactional and more value adding, and where, as a result, you'll feel more intellectually energised and enjoy greater career satisfaction.

*"If you're genuinely excited by the prospect of making a bigger difference, you'll thrive at Miles Advisory. Our broader proposition means you'll be involved in shaping the success of clients far beyond the framework of a typical search partner's role. You can expect to be a consultant and a trusted advisor rather than a salesperson."*

DEBORAH COOPER, PARTNER,  
HEAD OF BOARD SERVICES  
AND FINANCIAL SERVICE PRACTICES





**CreateMore**



# Many executive search roles can become a little too transactional – and a little too repetitive.

Miles Advisory can offer you the chance to step off of the hamster wheel and into a position with much greater purpose.

**Deborah Cooper**, one of our partners and the Head of our Board Services and Financial Services Practices explains more:

“I’ve worked in executive search for more than 25 years. I joined Miles Advisory from a well-known global firm, and I can honestly say I have never looked back.

There are many things that appeal to me about working here - from the firm’s flat, non-hierarchical structure to the autonomy and the flexibility you are offered.

For me however, the aspect I enjoy most of all is the chance to make a bigger and more positive impact on the success of clients. Search is just one part of a far wider and challenging remit.

As an example, I continue to work with a well-known building society to not only find and place senior talent but also to drive wider organisational change.

This has entailed working with Miles Advisory’s people and culture team to conduct cultural audits, develop a new vision and values framework, and to establish a new employee value proposition.

.....  
“I can honestly say  
I have never  
looked back...”  
.....

Partners are often involved in these activities and many others such as strategy narratives, employer branding, sustainability communications and digital PR.

It’s this broader sphere of influence that helps to set working at Miles Advisory apart from working at other search firms.

It gives you an unparalleled opportunity to test your grey matter - and to flex your skillset.”

*“The enhanced nature of our core offering at Miles Advisory means more client touch points. This in turn ensures a much deeper, symbiotic and rewarding relationship. Clients will turn to you not only for help with recruiting their most senior decision makers but also for trusted counsel on a broad spectrum of issues relating to their wider people agendas.”*

DEREK WYNNE, PARTNER,  
HEAD OF PEOPLE AND CULTURE



**BelongMore**

# A fresh approach to senior talent sourcing demands a fresh approach to the executive search business.

Our culture and our progressive employment practices are hugely different from those you've encountered before. Some of our team share what it's like to work here:

**Chris Stainton, Managing Partner, Consumer Services, Life Sciences and Technology:**

"As one of the firm's founding partners, I have been passionate about making Miles Advisory the firm of choice for executive search professionals."

*"The culture at Miles Advisory is a real breath of fresh air..."*

There's something of an irony in the fact that search is so people focused but all too often this focus only extends outwards, to client requirements, with many firms paying less attention to the needs and aspirations of their own team.

From the outset, we've gone to great lengths to create a culture that's free of overly-inflated egos and sharp elbows. Instead, we look for partners who value collaboration and co-operation.

You can expect the space and autonomy to be successful but with the benefit of a strong sense of team and knowing support is there if you need it.

The culture at Miles Advisory is a real breath of fresh air. It's authentic, modern and grounded. You're trusted to perform your role without constant scrutiny and you're free to be yourself. There's no expectation to conform to any stereotype or misguided ideal.

The business is also massively supportive and pragmatic. There's a genuine appreciation that partners have family, personal interests and a life outside of work. Reflecting this, your success is very much measured on outcome rather than input.

Speak to anyone who joins the business, and regardless of whether they've come from a boutique consultancy or a large, global firm, and they'll tell you there's a real maturity of approach at Miles Advisory when it comes to how people are treated.

There's also a real sense of warmth.

We might be individual partners with individual practices, but it still feels very much like we are one team - with one common purpose."

*"Honesty, openness and integrity are cornerstones of the culture at Miles Advisory. It's an environment where you feel trusted and where you can confidently put your trust in others."*

MARCUS LUKE, PARTNER - PUBLIC SECTOR





**InfluenceMore**



# There's never been a better time to join Miles Advisory.

As we prepare for further growth, you can expect impressive scope to grow with us and to help shape the next chapter in our continuing success story.

**This, was one of the reasons why partner, Andrea Trainer decided to join us:**

"I joined Miles Advisory with 22 years' experience, the vast majority gained focusing on board and senior executive level roles in Government and the wider public sector.

A colleague, who I had worked with at another consultancy, was already a partner and so I was able to get an initial and impartial perspective on life at the firm from the outside.

I liked the openness and the absence of the silo mentality that is so prevalent at so many other search businesses.

I could also see the extent of the opportunity on offer. Miles Advisory is a firm where everyone has a voice. The business wants you to feel engaged and keen to employ every ounce of your IQ and EQ, and there is a real sense of inclusion and of wanting you to take ownership.

Partners are encouraged to be both responsible and to be entrepreneurial.

This alone made me open to the prospect of joining the firm. The fact that the business is also undergoing a period of growth helped to seal the deal.

.....

*"The business wants you to feel engaged..."*

.....

Miles Advisory has a strong "search plus advisory" proposition and there is an enormous potential to scale that significantly. I want to be part of that and I'm sure other search professionals will too.

I saw it as an exciting and perhaps once in a career opportunity to not only build your own practice but also to determine the shape and future direction of the wider business."

*"At Miles Advisory, being a partner isn't just some empty or vanity job title. It actually stands for something. It means you're able to offer your input and opinion on key strategic decisions and that you have the opportunity to help shape the future success and direction of the business."*

RAYMOND HOLT,  
PARTNER

# BeMore

For more information on the current opportunities at Miles Advisory or for an informal discussion on how we can offer you a career where you can CreateMore, BelongMore and InfluenceMore, contact us today.

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