The Return Hub

THE HIDDEN TALENT POOL
FOR FINANCIAL SERVICES

The Return Hub

“We were blown away by the experience, confidence and breadth of the candidates”

Mitesh Sheth - CEO, Redington

About

91%

OF OUR CANDIDATES HAVE BETWEEN 5 AND 20 YEARS EXPERIENCE

"Many talented city women want to go back to work, and there is a huge market for them there – we are the link"

Dominie Moss, Founder, The Return Hub

The Return Hub was created to fill a significant gap in the executive search market.

The Return Hub is a **unique** recruitment firm placing professionals who want to relaunch after a career break or transfer their careers with employers in the Financial Services Sector.

We advise on and implement practical strategies that companies can use to target, assess, hire and support this talent.

There are hundreds of experienced and talented professionals, the majority of whom are women, looking to relaunch or transition into senior financial roles who are currently ignored and unrepresented by the existing executive search community.

The Return Hub aims to redress this imbalance and ensure employers have access to a curated talent pool that is not accessible through traditional recruiting methods. We make it easy for firms to do this.

We have built a reputation as a **leading firm placing women in the City** and we are working with some of the UK's largest employers as well as SMEs and start ups.

The Team

DOMINIE MOSS
FOUNDER

CLAIRE DOUGLAS
CONSULTANT

SARAH THORNE
COO

KATHERINE NEWNHAM
MARKETING COORDINATOR

CLAIRE DE GROOT
CONSULTANT

HELEN COWAN
EXECUTIVE COACH
FOUNDER OF THE TALL WALL

TOM PATTERSON
CIO

JAMES MCCARTHY
CHIEF CREATIVE

Passionate
Professional
Purposeful

£1.7bn

POTENTIAL BOOST TO GDP FROM
ADDRESSING THE CAREER BREAK PENALTY
PWC RESEARCH

"Companies in the top quartile for gender diversity are 21% more likely to have financial returns above their respective national industry average"

MCKINSEY & CO'S REPORT 'DIVERSITY MATTERS'

In 2016 HM Treasury introduced the Women in Finance Charter. There are now over 330 firms signed up to this voluntary charter and the numbers are steadily growing.

Together with the implementation of the Gender Pay Gap legislation in 2017, there is now a clear appetite to create more diverse organisations and access the increased financial returns that this brings.

The Return Hub is redesigning senior level recruitment. Via our proprietary system and targeted sourcing strategies, we have access to a pipeline of female talent. Our consultant team assess the skills and experience of our candidates to provide an efficient and curated search service.

Our candidates are highly skilled professionals who are mainly, but not exclusively, women who have taken a career break or been on a different path for a while. They come from a range of backgrounds in financial services across front and middle office, buy-side, sell-side and consultancy.

CANDIDATES COME FROM

- Banking
- Investment Management
- Insurance
- Private Equity
- Consultancy
- Accountancy
- Law Firms

73%

OF OUR CANDIDATES WILL WORK FULL-TIME (BUT ARE SEEKING AGILITY)

REDEFINING RETURNERS

The Return Hub's candidates offer a high value proposition. They are professionally qualified, have worked or work for top quality institutions and have exstensive experience but their careers may not have followed a traditional path. Whilst some are ready to return from caring responsibilities, many have taken time out for other reasons or are simply looking to transfer their skills into a new field in financial services. Some have set up their own businesses, travelled, joined non-executive boards, retrained or taken an MBA. Our candidates challenge the pre-conceptions of what a Returner might be. Many of our candidates are "work-ready" and simply looking for a fair route back to relaunch their careers. The Return Hub can work with you to ensure you can have access to this talent for your 'business as usual' roles.

SPOTLIGHT

Digital Brand Strategy

Example Returner Solutions

— A Return To Work Programme

— Curated hires for your open roles

— Hiring Manager Workshops

— Lunch and Learns

— A Recruitment Event/launch

— Sponsored events

— Targeted coaching 1:1/Group

Innovate

"We worked with The Return Hub to flip the recruitment process around by matching candidates to permanent positions"

GRAEME PEARSON,
MANAGING DIRECTOR & GLOBAL HEAD
ROYAL BANK OF CANADA

RETURNER SOLUTIONS

A Return to Work programme provides support and mentoring to professionals re-entering the workplace.

They emphasise a firm's commitment to diversity and non-traditional career paths and remove the perceived risk of hiring someone who has had a career break by seeing how they perform in a real business situation.

They offer an effective means to create a more diverse culture within an organisation.

There are a variety of ways that you can achieve this goal and The Return Hub offers a range of flexible Returner solutions for any size of organisation.

Head of Sustainable Investments
Director of Change
Equity Research Sales
Head of Marketing
Principal Consultant
Investment Consultant
Project Manager
Senior Client Operations Manager
Risk & Compliance
Director, Business Managment
Lead for ECM & DCM
Economist
Example Placements

Some Companies We Work With

“I recommend The Return Hub to any employer that wants to fix their pipeline for women in senior roles.”

Mitesh Sheth, CEO of Redington

WHAT WE DO

- Recruit curated talent into suitable open roles – full-time, flexible, interim etc.
- Design and deliver flexible Returner solutions for your organisation and curate talented Returners for them
- Provide coaching, workshops, events and lunch and learn sessions
- Speak at events, support and promote Returner and diversity initiatives
- Amplify your employer brand with a targeted PR and communications strategy

Partnering with you

The Return Hub

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