



Relaunching Careers

THE RETURN HUB
REDRESSING THE BALANCE
RETURNING TO WORK
REDEFINING RETURNERS
RELAUNCHING CAREERS
REINVESTING IN TALENT
RETURN HUB PROPOSITION
RESULTS

info@thereturnhub.com

73%

**Of our Candidates will
work Full Time**

67%

**Have 10- 20 years
experience**

THE RETURN HUB

The Return Hub is a unique executive search firm. We are connecting organisations who want a better gender balance at mid and senior levels with talented professionals who have left the financial services industry but now want to return. There are hundreds of experienced and talented professionals, the majority of whom are women, looking to return to work in senior financial roles, who are currently ignored and underrepresented by the existing executive search community. The Return Hub aims to redress this imbalance and ensure employers can have access to a complete and diverse talent pool that is not accessible through traditional recruiting methods.

The Return Hub was founded by Dominie Moss. Dominie has 20 years experience in the Financial Services Sector, 16 of which were in Executive Search. Together, The Return Hub Team have a wealth of personal and professional cross-sector experience. Having worked at City institutions such as Morgan Stanley, Societe Generale, JP Morgan, Citi bank and Lehman Brothers their knowledge and skills have been enriched with a range of career-break experiences. They work with a network of trusted partners and pride themselves in delivering on demand. The Return Hub service can be described as highly professional, passionate and purpose driven.

“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' (2017)

REDRESSING THE BALANCE

In 2016 HM Treasury introduced the Women in Finance Charter. There are now over 270 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 we are accessing a pipeline of female talent for forward-looking, aspirational organisations. We assess the skills and experience of our candidates in The Return Hub and match individuals

from this pool to fit specific roles with employers.

We believe that Returners should be considered for permanent and interim positions as part of a robust and fair recruitment process. In creating The Return Hub we are making it easy for firms to do this.



“Employers with 250 or more employees should consider putting in place paid returner programmes or returnships with guaranteed training, advice, and support”

Women and Work APPG Annual Report 2016

RETURNING TO WORK

A Return to Work programme provides support and mentoring to professionals re-entering the workplace. Existing programmes have been very effective. They emphasise a firm's commitment to diversity and nontraditional 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 strategy to create a more diverse culture within an organisation. The Return Hub works with firms to deliver flexible and bespoke Return to Work solutions for any size of organisation.



“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

REDEFINING RETURNERS

The Return Hub's candidates offer a high value proposition. They are professionally qualified, have worked for top quality institutions and have extensive 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. For example some have set up their own businesses, travelled, undertaken good works, joined non-executive boards, retrained or taken an MBA and they challenge the pre-conceptions of what a Returner might be. Many of our candidates have taken a shorter amount of time out and 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” hires.

Candidates come from:

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



£1.7bn

Potential boost to GDP from addressing the career break penalty

PWC Research 2016

REINVESTING IN TALENT

Accounting / Finance

Audit

Business Management / COO

Client Coverage

Compliance / Financial Crime

DCM / ECM

E-Commerce

Economist / Strategist

HR

Legal

Marketing / PR / Communications

M&A

Operations

Prime Services

Regulatory

Research

Risk

Sales

Structuring

Technology

Trading

Treasury

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

Mitesh Sheth, CEO of Redington

“The Return Hub considered my skills and experience as a whole and matched me with the right opportunity.”

Michelle, Returner

THE RETURN HUB PROPOSITION

The Return Hub can partner with you to:

- Design and deliver flexible Return To Work solutions appropriate for your organisation and Recruit talented Returners for them
 - Recruit Returners into suitable open roles – full-time, flexible, interim etc.
 - Provide coaching, workshops, events and lunch and learn sessions
 - Speak at events, support and promote Returner initiatives
 - Ensure PR and communications align with your employer brand strategy and any diversity strategies
- 



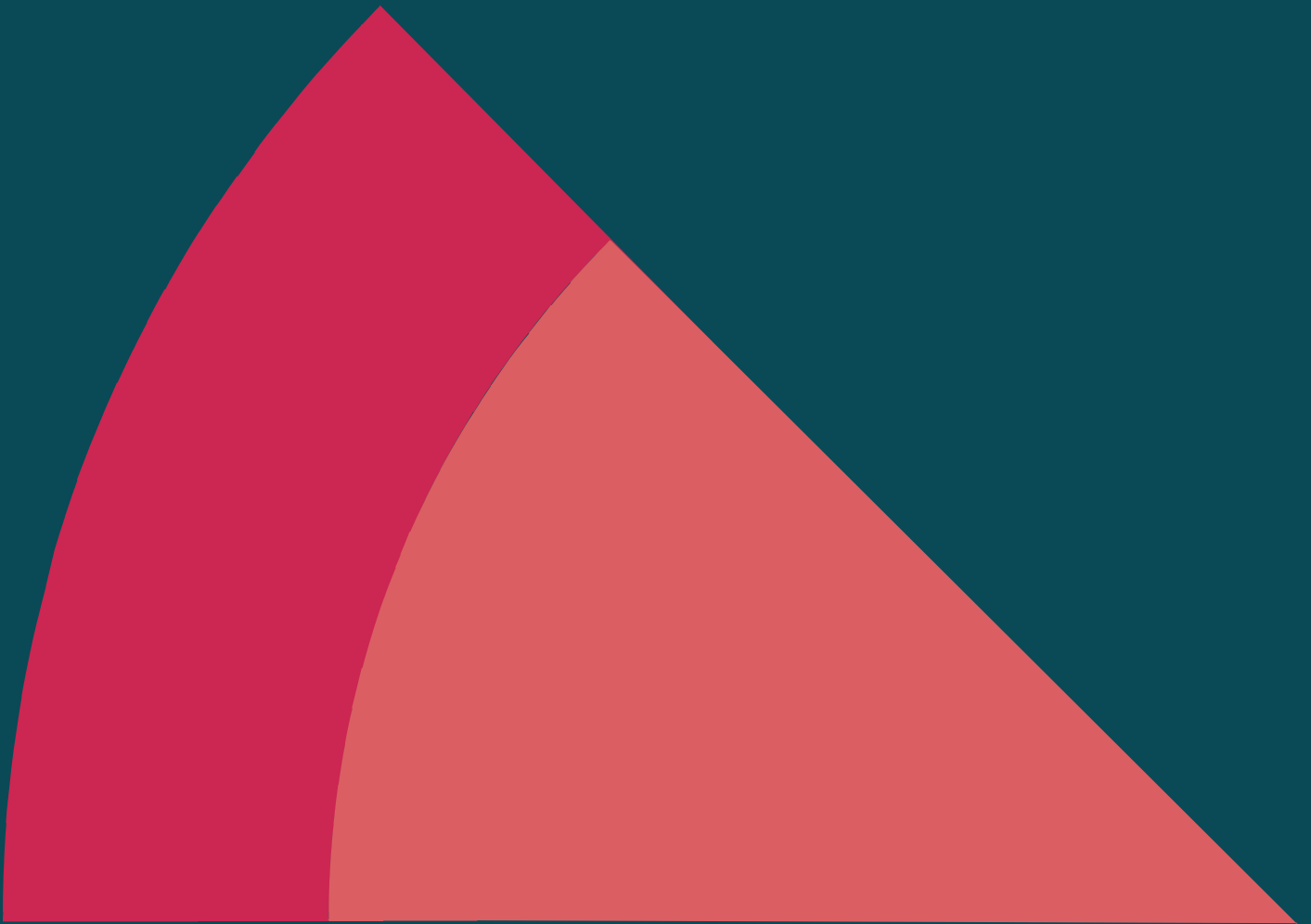
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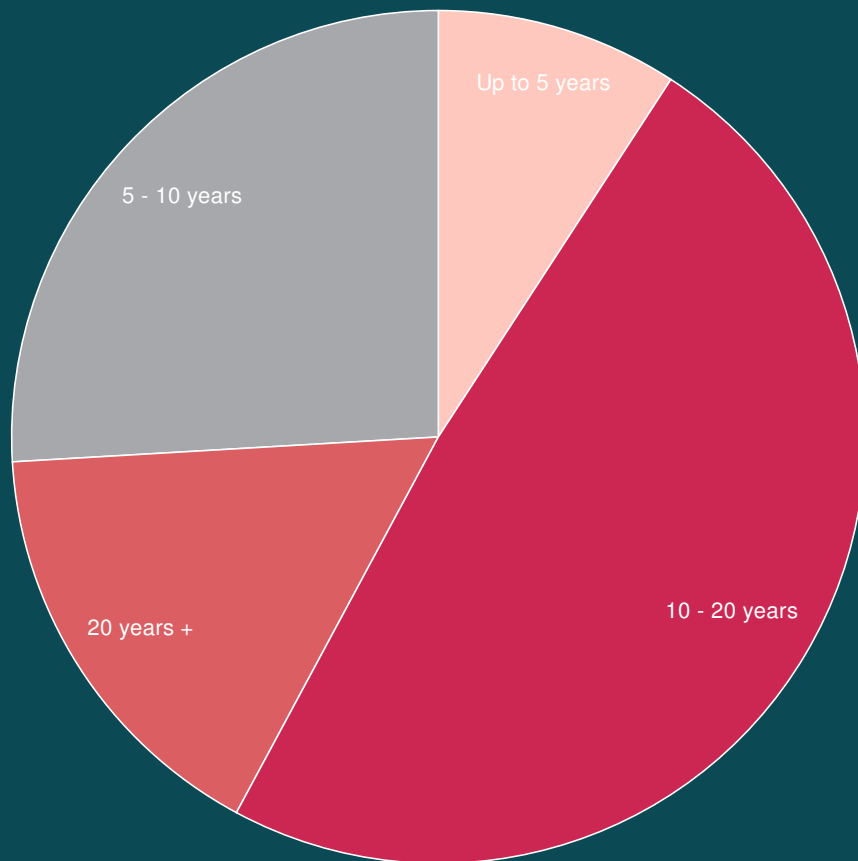


A data snapshot of The Return Hub





Number of years' experience

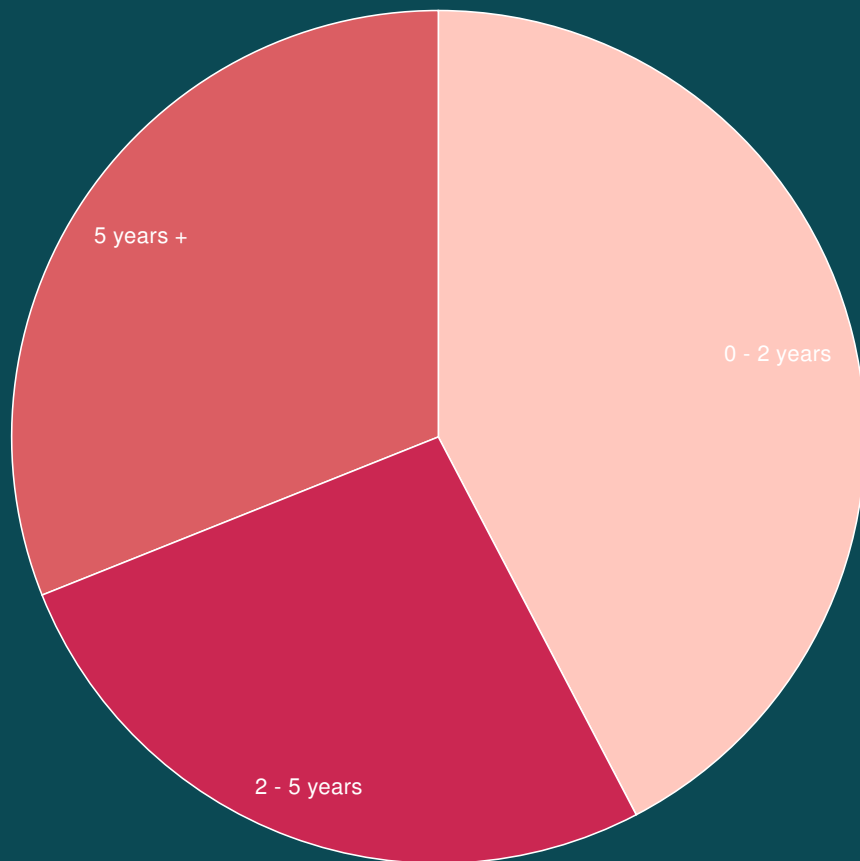


● Up to 5 years	9%
● 10 - 20 years	49%
● 20 years +	16%
● 5 - 10 years	26%

Please note, this data is a snapshot in time and the figures are subject to change on a daily basis.



Years out of the workplace



● 0 - 2 years	42%
● 2 - 5 years	27%
● 5 years +	31%

Please note, this data is a snapshot in time and the figures are subject to change on a daily basis.



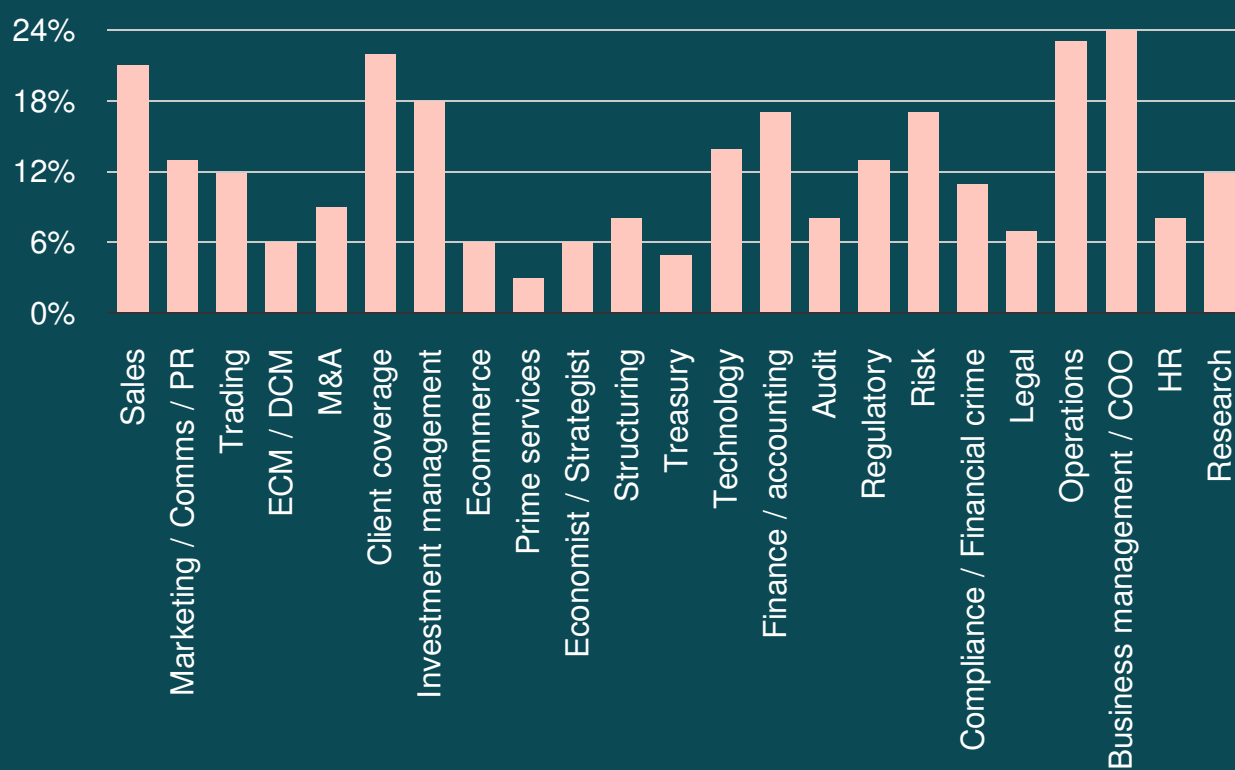
Sector experience



Please note, this data is a snapshot in time and the figures are subject to change on a daily basis.



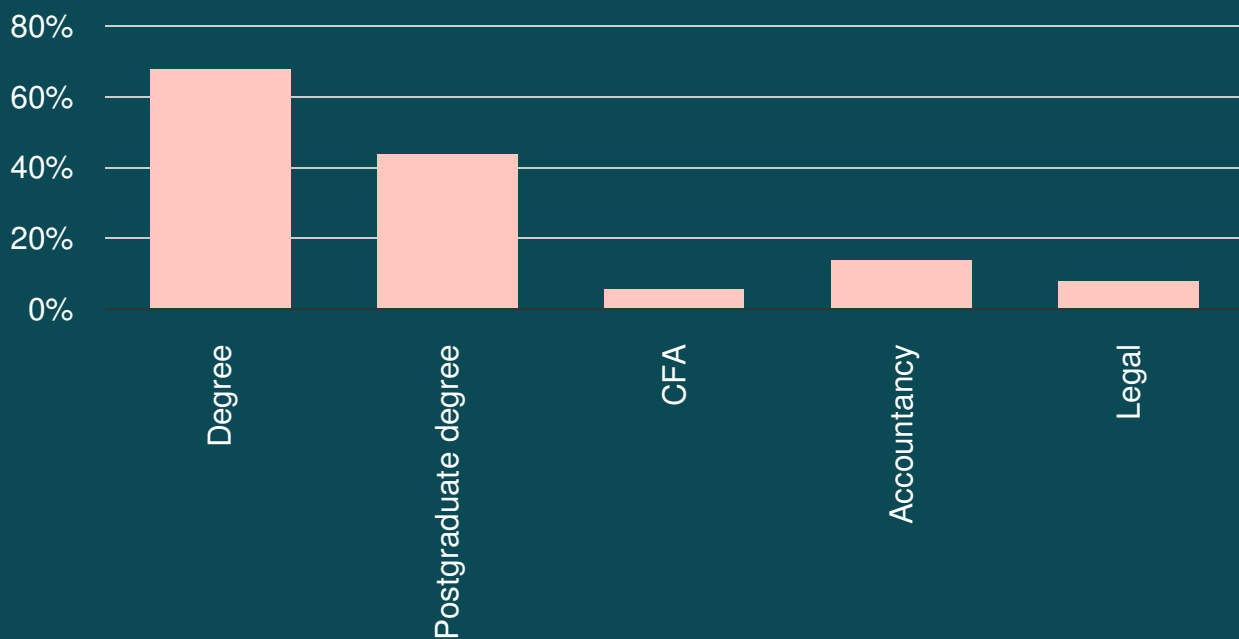
Skills



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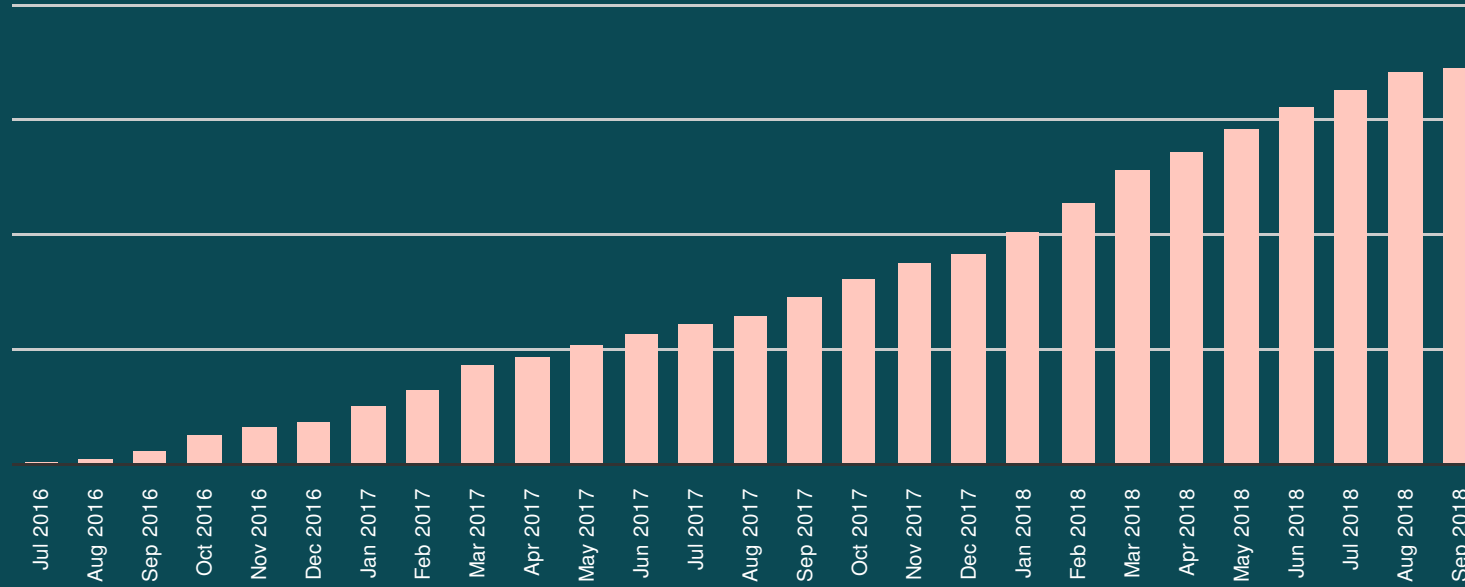
Qualifications



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Candidate Growth





Recent Placements

(Return to work and Business as Usual)

DIRECTOR, BUSINESS MANAGEMENT

Global Financial Services Media Firm

CLIENT RELATIONSHIP MANAGER

Boutique Investment Bank

INVESTMENT CONSULTANT

Investment Consultancy Firm

EQUITY RESEARCH SALES

Equity Research Firm

DIRECTOR OF CHANGE

Investment Consultancy Firm

FUND MANAGER SELECTION

Investment Consultancy Firm

PROJECT MANAGER

Investment Consultancy Firm

GLOBAL HEAD OF SUPPLY CHAIN

Global Financial Services Media Firm

PROGRAMME MANAGEMENT

Global Financial Services Media Firm

GLOBAL CLIENT RELATIONSHIP MANAGEMENT

Global Financial Services Media Firm

HEAD OF MARKETING

Venture Capital Firm

LEAD FOR ECM AND DCM

Global Investment Bank

DIRECTOR, CLIENT ONBOARDING

Global Investment Bank

BUSINESS DEVELOPMENT

Investment Consultant

RISK AND COMPLIANCE

Investment Consultant

REGULATORY CONSULTANT

Investment Consultancy Firm

ECONOMIST

Large Mutual Life Insurance and Pensions Company

GLOBAL DIGITAL MANAGER

Global Investment Bank

EQUITY ANALYST

Fintech Firm

PRINCIPAL CONSULTANT

A Human Capital Resourcing Firm

SENIOR CLIENT OPERATIONS MANAGER

Global Investment Bank

MARKETING MANAGER

Fast growing Fund Management Boutique

HEAD OF SUSTAINABLE INVESTMENT

Wealth Management Firm

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Clients testimonials

'We wanted to find an experienced, competent and independent thinker without having to plough through too many CV's and The Return Hub seemed like the obvious choice; they sifted through their candidates and initially suggested two who were both excellent and we appointed one. Time saved? I haven't calculated but probably weeks and because our new colleague is so capable even more now that she's here.'

WILLIAM MACLEOD, DIRECTOR, GRAVIS

"Thank you for a great webinar! I thought there were lots of useful tips and practical advice".

NATALIE SIMPSON, SENIOR ALUMNI CAREERS MANAGER, LONDON
BUSINESS SCHOOL

The Return Hub understood what and who we were looking for. They had a candidate who fitted; culturally, experience & work flexibility wise. We will work with The Return Hub again soon. I would thoroughly recommend this workforce.

CHRIS CORSON, DIRECTOR, THE DISRUPTION HOUSE



"The Return Hub is helping us to create an environment and - more importantly - a culture, which attracts and retains the best people because it offers them the opportunity to succeed and to excel."

JAN-COOS GEESINK, MANAGING DIRECTOR, THOMSON REUTERS

"Working with The Return Hub made the whole process effortless for us. I wholeheartedly recommend them to any employer that wants to fix their pipeline for women in senior roles."

MITESH SHETH, CEO OF REDINGTON

"The Return Hub offered me efficient access to some highly qualified talent. One particular candidate was an excellent fit and she's now performing well in our business."

ED ALLCHIN, MANAGING PARTNER, AUTONOMOUS

"They immediately understood our brief and introduced us to a brilliant candidate that we would not have seen through conventional recruitment routes. We can highly recommend them to other firms that want to see great talent from this hidden pool of professional returners."

JAMES CODLING, CEO, VENTURE FOUNDERS



"The Return Hub is helping us to challenge preconceptions about people who take a career break. At the end of the day, it not only makes good business sense, it also makes us a better, smarter organisation and a more accurate reflection of the society we inhabit and the customers we serve."

MANAGING DIRECTOR, GLOBAL FINANCIAL SERVICES MEDIA COMPANY





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