

MARKET
COVERAGE

Eton Clarke



About Us

Eton Clarke specialises on recruiting staff across the following business areas: Global Markets, Corporate Finance and Middle & Back Office.

We have offices in New York, London & Singapore enabling us to work mandates for our clients globally.

We understand how frustrating a recruitment process can be for both candidates & clients, so we used our experience to create a solution that ensures the stress is taken off your shoulders.

Our in-house training programme & 3-step recruitment process followed by each of our consultants globally, ensures our clients and candidates receive the same level of high quality service regardless of which Eton Clarke consultant or office they use.

Our clients are assured that once we have signed an agreement with them, we will follow their way of working, whether that be all candidate submissions to be made via portals or for us to have more direct contact with line managers and give regular feedback to HR.

These methods have helped us build strong client relationships and allowed us to be accepted onto a number of preferred supplier list panels.

Understand, Plan & Deliver

When analysing how our most successful consultants were working, we realised those who were providing the best service and getting the best results were actually going about their work with a simple structure in place. Over the last two years, we have rolled out a training programme to make that structure standard operating procedure.

With both candidates & clients we use three-steps in our recruitment process;

1. **Understand** – to advise you with your future plans we first learn everything about your past, your business, your achievements and ambitions.
2. **Plan** – having learnt about your past, we are able to use our knowledge of your market to fill in the gaps of ground you have not yet covered. We use this time to really work out the strategy of how we will work with you and add value.
3. **Deliver** – we pride ourselves on delivering excellent results quickly. Once we have our strategy in place we use all our resources to help the hire take place as quickly as possible.



Markets

We operate on a vertical markets model, meaning each of our consultants are trained and focus on just one area. Making them experts in their chosen field.

We have teams to cover Global Markets, Corporate Finance and Middle & Back office mandates.

Global Markets

- Interest Rates Sales & Trading
- Credit Sales & Trading
- Equity Sales & Trading
- FX Sales & Trading
- Commodities Sales & Trading
- Debt Capital Markets
- Research & Structuring

Corporate Finance

- Mergers & Acquisitions Advisory
- Debt / Structured Finance
- Equity Capital Markets

Middle Office / Back Office

- Compliance
- Risk Management
- Operations





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Our Approach

Retained Assignments

Benefit from our exclusive & innovative retained search that gives you control each step of the way. We realize that market conditions are not what they used to be so reduced our retainer fee from the traditional 1/3rd model to just 20% of our fee upfront as a commitment and the rest payable only when the candidate starts work. With our retained search you can really take advantage of all that we have to offer and each search strategy is customized to your timeline & goals.

It includes access to our;

- **Client Information Portal:** Technology is constantly evolving, so we have invested heavily into the latest IT infrastructure allowing us to give our retained search clients access to an in house portal with real time information on their search. You can see exactly what our consultants are doing for you from the moment you retain us, you are able to monitor candidate feedback, timelines, and you are able to rejig your search criteria at any point.
- **Global Research:** With in house research staff located in each of our global offices we are well positioned to take on a search mandate in any geography with the peace of mind that we have the manpower to allocate to it.
- **Marketing/Advertising:** We allocate our retained searches a featured advert slot on our own website which is then linked to several online portals, it ensures we are leaving no stone unturned when searching for your ideal candidate.
- **Account Manager:** We allocate to you a senior member of our management team who has had years of experience completing retained mandates. It is their job to be at your beck and call throughout the process, liaising with all internal stakeholders to ensure all processes are working to the target deadline. They will be dedicated to your search until completion of the hire.

Contingency Assignments

For those clients who are unable to give that upfront commitment, we are able to partner with you on a contingency basis. We offer to you our extensive database of market leading candidates on a 'no win, no fee' basis. Keeping your costs low but still giving you access to our talent pool. Through our in house advertising, referrals system and general network we are well equipped to provide a shortlist of candidates who are active in the market, allowing us to fulfil search criteria under this method faster than our competitors.

Both our retained and contingency search options come with our unique candidate introduction sheet presented with every CV, which saves you valuable time in accessing key information on the candidate quickly.





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Contact Us

Get in touch with your local office to have a confidential discussion with one of our consultants regarding your hiring needs;

New York Office

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