

**AN OVERVIEW OF WADE MACDONALD**

**W A D**

**M A C**

1991-  
PRESENT

“

In late 2017 I was appointed Managing Director to continue the 26 years of strong work that the founders had put into building Wade Macdonald’s brand and reputation.

In 1991, Dominic Wade and Philip Macdonald opened the doors to Wade Macdonald with a rolodex in hand and started calling around. It’s been over 30 years now and the company has survived 3 recessions, a global pandemic and many other challenges but has become a flexible workplace with a truly great team of people. We embrace individual differences and personalities – we believe it’s the people within a business that make the brand.

Between the individuals that make up the team, excluding the founders, we have over 130 years worth of experience within recruitment. Our knowledge and experience lies within Accountancy & Finance and Human Resources.

Whether you are a customer or an employee of a business providing a service, we’re all human and with that in mind, we aim to work authentically and honestly.

Individuals are at the heart of our business, and relationships are key. We strive to achieve a good experience for everyone, and treat every person with total respect and empathy.



CHRIS GOULDING  
Managing Director

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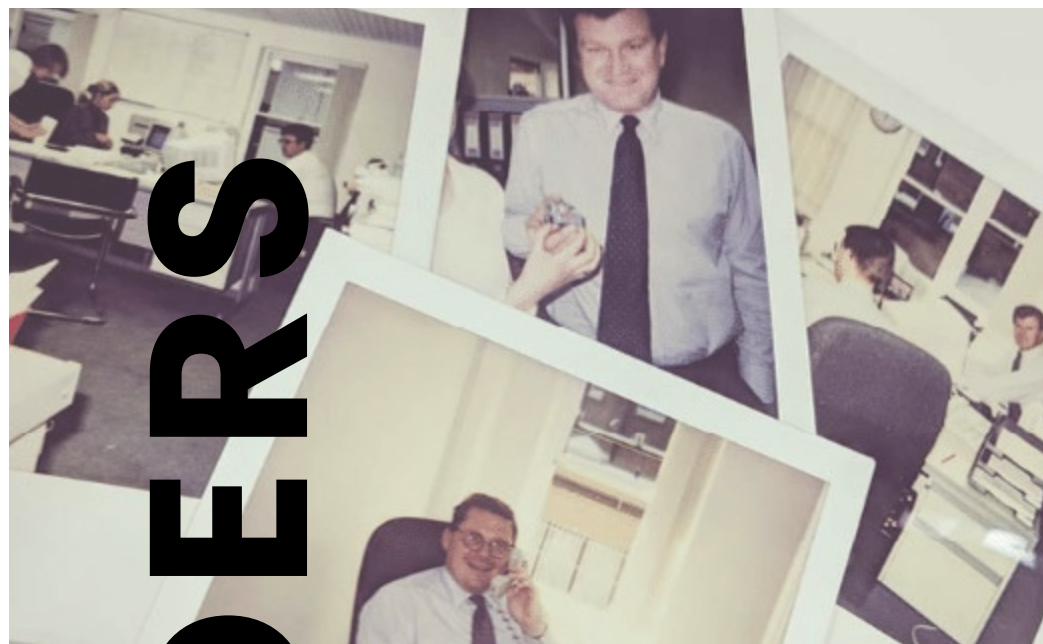
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# MEET THE FOUNDERS



## 03 | FOUNDERS



It was after working together in London as Managers of a recruitment business, Dominic Wade (R) and Philip Macdonald (L) decided to leave the *big smoke* and create their own company in our current hometown, Berkshire. The business first began aimed at Accountancy & Finance, but has since branched out into HR. Although the two are very different in personality, their core principles and beliefs for running a business have remained aligned. The people that make up the team at Wade Macdonald are all passionate about helping others, inclusive of their colleagues. Recruitment is about human connection & communication. People are our business.

Top: 2017  
Bottom: polaroids in the first office space, 1991

## THE PEOPLE

## 04 | THE PEOPLE



CHRIS GOULDING  
Managing Director



CATERINA GLENN  
Director



MARC HARRIS  
Director



ASHLEY PAGE  
Client Relations  
Manager



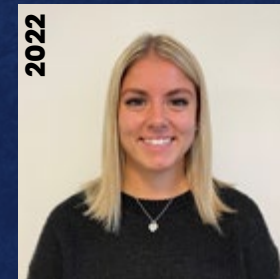
ELLIS BRADLEY  
Recruitment  
Consultant



GARETH JENKINS  
Business Manager



ISSI BRIGGS  
Marketing  
Manager



JODIE HAYDEN  
Recruitment  
Consultant



KEELEY HAMBLIN  
Senior Consultant



LUCY-EMMA  
HEATH-TURRALL  
Senior Business  
Manager



MARTIN LAWRENCE  
Senior Consultant



MILES GALLAGHER  
Business Manager



NATHAN FREESTONE  
Business Manager



NICKY TABERNER  
Compliance & Data  
Manager



PHIL BERESFORD  
Senior Consultant



RYAN MARNER  
Manager



ZOE JONES  
Business Manager



# Accountancy & Finance

Accountancy & Finance was where it all started for Wade Macdonald back in 1991. The specialism has been up and running as long as the business has. We are proud to be the largest and longest established owner managed Accountancy and Finance recruiters in the Thames Valley. We are the chosen partners of SME's, national, multi-national and non-for-profit organisations.

Our expert consultants cover all areas of non-qualified and part-qualified finance from Accounts Payable, Credit Control and Payroll through to financial and management accounting. We aim to make a major impact on the careers of all the professionals who interact with us. Although it is not possible to find everyone a job, we endeavour to give honest advice which will add value and make a positive difference.

Also under the umbrella of Accountancy & Finance is Senior appointments & Executive Search.

“

From start to finish Zoe was professional, efficient, motivated and supportive in finding my current role as a Credit Controller. Wade Macdonald have fabulous employees and I would highly recommend Zoe if in need of work. Look no further.

CREDIT CONTROLLER

Over 25 years' experience

Caterina heads up both the non-qualified finance and Human Resources divisions. Alongside this, she covers permanent HR appointments across the Thames Valley and surrounding areas.

Caterina started her career in recruitment in 1996 for a corporate organisation where she swiftly moved into management roles. Prior to joining Wade Macdonald, she worked predominantly in recruiting finance professionals across the interim market within Hampshire, Surrey and Berkshire, and then later began working with her teams supporting permanent recruitment.

Caterina is passionate about recruitment and is always aware that our work allows us the opportunity to shape and guide people through their careers, whether they are just starting out or seasoned professionals.



# Senior Finance

Our Senior Finance team has over 60 years experience and the know-how to understand specialist requirements. We help support newly qualified professionals through to CFO's with a personalised service putting your needs first.

Established in 1991, we have built an extensive network of relationships with a large number of the Thames Valleys leading employers' and have gained an in-depth understanding into the skills and behaviours sought.

With consultants who have an average of 15 years+ experience in their sector we provide you with expert and honest advice. We value the relationships we build and so whether we end up placing you or not we believe we will always add value to your processes.

“

Miles is one of what seems to be a rare breed of recruitment consultants - he actually calls you back when you call and he proactively calls you too! This trait is severely missing in other agents and companies.

Compared to other agents out there, Miles is the type you want to deal with - communicative, realistic, proactive and helpful. I will certainly use Miles in the future.

CHIEF FINANCIAL OFFICER

Executive Search

Our C-suite division led by Director, Marc Harris, covers Executive search, Project Management & Transformation, Interim and Leadership.

Marc Harris has been recruiting into Finance functions for over 20 years. Marc specialises in Senior, Leadership and board appointments, often on a retained basis. Roles he typically recruits for are Financial Controllers, Finance Directors and CFO's on an Interim and Permanent basis. Providing solutions for businesses from pre-revenue through to complex FTSE listed companies in the UK and internationally.

Marc's current and previous clients & candidates will tell you that whilst he takes his job seriously, he doesn't take himself too seriously. Inside and outside of work, he lives his life by two beliefs; do unto others as you would have them do unto you and do what you say you're going to do.



# Human Resources

We established our HR offering at the turn of the millennium and since then, have helped 1000's of professionals find permanent or interim work. We deliver the full spectrum of HR and Reward professionals across all sectors.

Proud to be one of the market leaders in the Thames Valley, we work hard for our candidates taking the time to understand the person behind the CV. We offer an honest and consultative approach, leading to relationships built on mutual trust.

We realise how important it is to understand our clients – not just their products, but their cultures, challenges and future plans. This enables us to match the perfect person for their organisations.

The average recruitment experience of our HR consultants is 25 years. We pride ourselves on the fantastic network this has allowed us to build.

“

If I could give 10 stars, I would! I cannot thank Cat & the team at Wade Macdonald enough for being so amazing, kind and helpful. From the minute I spoke to Cat, she has been incredible, always available for any questions I have and was only ever a text or phone call away. The whole process of me securing a job I am really excited for was so smooth & I really could not fault Cat or her team one bit. Thanks so much again for being so kind and amazing throughout!!

PREVIOUS CANDIDATE

## 13 years & counting

Lucy-Emma has been with us since 2009. She has spent over 20 very successful years in recruitment and has enjoyed working with many clients from SMEs through to corporate businesses throughout the Thames Valley.

HR was established as a specialism at Wade Macdonald in 2004 and as one of our longest serving employees, Lucy-Emma has been a key point of contact for many businesses since she joined Wade Macdonald. Lucy-Emma is an expert in senior interim HR appointments, including HRIS & Payroll Systems Projects.

She continues to be a top performer at Wade Macdonald and a fantastic role model to her peers, encouraging them through the practice of a positive mindset and manifestation.



## Us vs. Them

In short, we're a team of individuals taking a human approach to the recruitment process. We're all different in personality but take on the responsibility of our clients requirements with the same respect and care. Throughout 30 plus years' of business, we've come to find the importance of working honestly and think that offering advice, even if it means not getting the project, is the best way to go about business. We don't want to waste anyone's time, including our own. Our approach to supporting Finance and HR professionals works the same way. Whether it's through providing informative resources, advice or bringing the right people together, our role is to *help*.

## Our values

### PRIDE

People come first and the work we do is important to each and every one of us. We take pride in doing everything to the absolute best of our abilities whether we are interacting internally or externally.

### TRANSPARENCY

Communication is key. We are all human. We are honest and open from beginning to end and try to create a streamlined process. We strive to ensure every second of your time is worthwhile, sharing all available information.

### COLLABORATION

Everything we do is about partnership. We are proud to add value as the conduit between Candidates and Clients. We utilise our time supporting you, when you are short of time. We work to build trustworthy relationships with mutual respect and collaboration.

### EQUALITY

Everyone has an equal opportunity to be and to achieve the very best irrespective of status. We support careers from graduate level all the way through to Director & C-Suite level, locally, nationwide, and abroad. Irrespective of age, race, ability, gender, we guide and support people, and that is the nature of our business.

31+

YEARS OF  
Wade Macdonald

200

NEWLY REGISTERED  
candidates  
per month

15k

PEOPLE  
placed to date  
(& counting)

94%

SUCCESS RATE  
for working  
interviews

7

YEARS AVERAGE  
company tenure

15

NICHE AREAS  
of business

300

PLACEMENTS  
per year  
on average

2k

INTERVIEWS  
per year  
on average



# Case Studies

## Remote working from day one

The requirement was a niche role for an interim contractor, with a well-known company in Hampshire that had just undergone some significant changes to staff and structure. The role was for a Management Accountant with a background of working within a very specific industry and with a technical background from the service based sector.

Caterina was briefed on the role by HR and then had a subsequent conversation with the Financial Controller to determine all requirements for the position. The brief was very specific, so she set about identifying candidates who had the right knowledge and experience who would also be able to start quickly and need little to no guidance, as the Financial Controller was extremely busy. The role was initially presented as one for a qualified individual but, having discussed this with the hiring manager, Caterina advised the client that someone qualified by experience would also be able to undertake the tasks.

Interviews were arranged, candidates were briefed and, after the client met with three candidates, one was selected for the role. Start dates were confirmed, everyone was happy and the candidate (who is qualified by experience) was prepped and ready to start their new assignment.

This is where it then changes slightly. All of this was happening in early March with a start date mid-March. By mid-March half the country was in self isolation or starting to work from home and we were unsure what would happen to this role and, indeed, whether or not the person was going to be able to start. We were delighted to hear that the contractor did join the business and all ran smoothly from there on.

## Interim Group Financial Controller – 6 month contract

A leading Reading business required a technically capable Group Financial Controller to join them for a project, reshaping a number of policies and procedures along with working on systems improvements, whilst also taking them through year-end and an audit.

The person would need to have been practiced trained, have experiences of implementations and a solid track record of providing cost / time savings through process improvement. The appointment was time sensitive as someone had moved unexpectedly.

Firstly, we needed to establish whether the role was inside or outside of IR35 and so a CEST test was carried out by the Finance Director. This gave an 'outside determination'.

As the role was time sensitive we needed to work quickly. As a team we called our existing networks, whilst also utilising LinkedIn Recruiter and our CRM – which has been established over 30 years. Through a mixture of these three avenues we were able to supply 2 solid options to our client within 1 day. Both candidates were already referenced as they were known to us.

Video interviews were lined up for the next day and an offer was delivered on the same day as the interviews. The candidate was able to start a week later (once systems had been set up with the client).

At the point of writing the assignment has been running two months. The client is delighted with the Interims outputs and the candidate is enjoying getting stuck into the issues that the client had. Significant improvements have already been made which have streamlined month end processes.

01.

## Our Process



### 01 Job requirement

First of all, a conversation to establish your business needs on a technical and cultural basis. After which, one of our consultants will start speaking to relevant professionals in our network and advertise the role across our website, LinkedIn and other outlets.

### 02 Candidate briefing

The consultant will either video call or invite an initial selection of professionals into the office for an informal meeting. Off the back of these meetings, we will produce a list matching your requirements for you to look over to drive the next stage interviews.

### 03 Client Meeting

We will arrange a meeting with you to run through the list of professionals we have cherry picked. A short list of candidates you'd like to interview will be agreed upon and we will go away and schedule on your behalf.

### 04 The interviews

After each interview, we will ask for feedback from both yourselves and the candidate. We will discuss the feedback with you and this will lead the conversation into offers.

### 05 Offer management

We will inform the successful candidate of the offer. If accepted, we will guide the candidate through the resignation process and keep in touch until their start date.

### 06 Aftercare

For the first 3 months we will stay in contact with both the candidate and you to ensure both parties are happy. This contact will be a mixture of face-to-face and phone calls.

02.



# Compliance

It goes without saying that we are nothing without our fabulous candidates but in a fast moving candidate market, the good ones won't be around for long! So we invested in a candidate screening platform that is connected to our CRM for a swifter and smoother compliance process to ensure we don't lose people along the way. Nicky, our Compliance & Data Manager manages the system and is communicating directly with candidates from day one to guide them through the process. Let's be honest, no-one likes form filling these days so we make it quick and easy for our candidates to access our system from either their laptops or smart phones, where they can upload all the required information in a matter of minutes.

The platform allows us to securely store required documents and information (outside of our CRM) about the professionals we work with, including:

- Standard identification and right to work in the UK documents i.e. passport/home office right to work checks etc. and national insurance details for temporary & contract assignments.
- References from previous employers.
- Professional Qualifications.

Using a system like ours means you can sit back and relax, safe in the knowledge that all the right checks have been done before we supply you with a candidate. All of this is usually done at registration stage so there are fewer delays in providing you with a fully checked shortlist of candidates, ready to start work.

Alongside them providing documentation, getting to know our candidates is a crucial part of our recruitment process. In building a relationship with professionals, we can gauge how well they will fit into an organisation based on personality, aligned values and other individual aspects. We believe it's important to know the people we work with, especially before putting them in front of clients so that you can have confidence you are making the right decision.. We're here to make the process smoother for everyone, and ultimately speed up the process of finding you the very best candidate for your organisation.

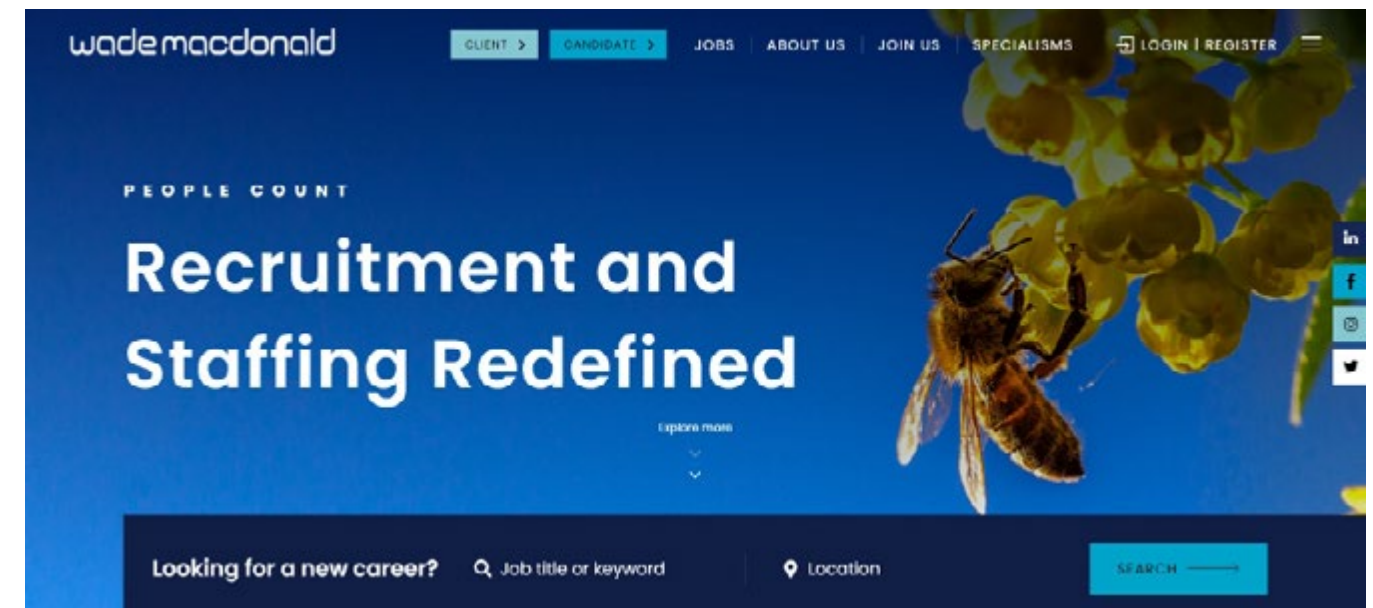
NICKY TABERNER

Compliance & Data Manager  
nicky.taberner@wademacdonald.com



# How we find professionals

The Finance & Human Resources professionals we work with and present to our clients are from a variety of sources including; our website (redesigned at the start of 2022 for a greater user experience), events, press features, referrals etc. We are always researching new ways to attract and find professionals but never forgot our ongoing relationships. We value them just as much and frequently re-place individuals engaging in interim work.



## PREVIOUS RELATIONSHIPS



OUR CRM

JOB BOARDS

LINKEDIN RECRUITER



# A few nice words about us

“

"Marc and his team have been great work with. They take the time to understand, not only the business model and role requirements, but also the candidate profile to best align with the organisational culture. Further, they take the time to understand how I work and what I expect out of candidates, not only for the role in front of them, but also what I am planning for, in terms of career progression. In an increasingly competitive labour market, having a trusted resource like Marc is essential for successfully staffing a business."

Commercial Finance Director

"Having worked with several recruiters over the years, Ryan was a breath of fresh air. He was always responsive, highly professional and refreshingly personable. It was very apparent that he wanted to place the right person in the right role and seemed genuinely motivated by this challenge. Thankfully, his approach wasn't to simply fill interview panels with candidates in the hope that one might be successful, but I felt he really cared about achieving the right fit, for me, and my employer. I would highly recommend Ryan and would definitely use his services again if looking for a position in the future."

Previous candidate

"Would like to start by saying a massive thank you to Ellis, who has been amazing from start to finish. Having had conversations with multiple agencies and recruiters, I can honestly say he was the best. The communication, personality, and charisma he provided throughout the process were second to none and although I'm very excited to start my new role, I am even slightly disappointed that I won't get to work with Ellis anymore! So once again, thanks Ellis, for all your help, support and confidence!"

Accounts Payable Professional

"Zoe Jones is an absolute star. Less than 6 week after contacting her she found me a new credit control role. Not just any old role, but a perfect fit for a respected company. Times are tricky at the moment, and any opportunity would be welcomed, but she went the extra mile and ensured I was happy at every stage of the process. She's on the ball."

Credit Controller

"Chris has built up a fantastic knowledge of what it takes to be successful in recruitment. His main strength is delivering for clients and candidates across all forms of recruitment and building teams that are great at achieving the same. He is driven, hardworking and professional with great desire to deliver great customer service. Chris is an asset to any organisation."

Recruitment Director

"Lucy-Emma found me the most perfect position with the quickest offer ever. She is full of good advice and supports all the way through the process which felt very personal and individual. Lucy-Emma's calls and messages never failed to perk me up, she has a fantastic approach to what she does and she does it brilliantly - it certainly worked for me. Wade Macdonald in general (they have excellent top tips on their website) and Lucy-Emma in particular were brilliant and I have recommended her the company and Lucy-Emma to others already and will continue to do so."

HR Manager

## Our platforms & contact details

For general enquiries, questions or anything else you need to reach out to us for, you can do so in any of the ways below. Our social channels are updated daily with new content ranging from advice to informative pieces to internal news.

Our office is based in the heart of Reading, a place we're pleased to call home.



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You can find us here, just off of Friar Street

wade macdonald