

2022

REDSTONE SEARCH GROUP



REDSTONE
Commodity Search



REDSTONE
Private Banking Search



REDSTONE
Legal, Risk & Compliance Search

"REDSTONE OFFER A HOLISTIC APPROACH TO PROVIDING SEARCH SOLUTIONS TO THE GLOBAL COMMODITIES, PRIVATE BANKING, LEGAL AND WEALTH MANAGEMENT INDUSTRIES"

NEW BARNES MILL

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WELCOME TO REDSTONE!!!!

With a family feel environment, award winning Redstone Search are making a big impact on the commodities, legal and private banking markets. With deal sizes pushing £150k, there is huge earning potential that has seen consultants take home £25k in one month's paycheque. Picked by Goldman Sachs 10,000 Small Business Programme and winners of Hertfordshire's Best Small Business Award means this is the perfect time to join to excel your career trajectory.



Our mission statement is to unlock human potential by connecting ambitious companies with exceptional talent. We are proud of our CSR record, since our founding we have given 10%+ of company profits each year to charity

We have three brands and are looking to expand:

Redstone Commodity Search focus on offering 360° search solutions to the global commodities markets. We have a competitive coverage of Trading Houses, Producers, Majors, Utilities, Merchants, Hedge Funds, Investment Banks and Brokerages.



Redstone Private Banking Search are renowned private banking headhunters and leaders in the global provision of search solutions for the international private banking and wealth management markets.

Redstone Legal, Risk and Compliance Search work closely with a range of Private Practice, Commodities Producers, Trading Houses, Brokerages, Hedge Funds, Banks, Private Banks, Boutiques, Family Offices and FinTechs globally



IT'S ALL ABOUT THE TEAM

Once a month the whole team, not just top performers, head out for an activity followed by dinner.

Recent trips have included: Go-karting / Axe throwing / Beer Bike / Paint Balling / Shooting Range / White water rafting / Canal boat trip / Go-Ape / Trampolining / Escape Rooms / Baseball / Laser quest / Hot Yoga / Sports Day / Archery / Pottery painting / Roller Blading / Cinema Nights / Cocktail making / TopGolf / Bowling

For our last company holiday we rented a mansion house in Dorset!

The placements that we have made have ranged from £10,000 to £150,000 each, and we have given out iPads, Xbox One X, Selfridges vouchers, suits, steak dinners, golf clubs in the prizes! We also have a deal or no deal style mystery box for the highest monthly biller – one box has £20, one has £200!

Every month, the consultants who have hit their targets finish early on the last day of the month and go to lunch at a top restaurant with our company directors Andy or Jordan on our monthly Lunch Club.

Beat £558,000 and have £10,000 to put towards a watch, handbag or car of your choice



IT'S A LOT TO TAKE IN

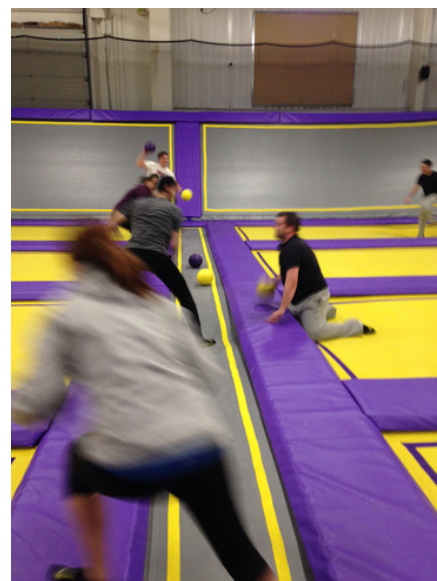
We offer our team rewards at every opportunity. To sum up:

- Escape the city –character office close to St Albans Town Centre with free parking
- EMI (share scheme)
- Extra day holiday added for each year with the company (no limit!)
- All set up to be able to work from home
- Casual / smart dress code – its up to you
- Early Friday Finishes
- Closed for Xmas & New Year
- KPI Free
- Unlimited Nespresso pods
- Unlimited Redbull, Coke, 7up, biscuits etc
- Well stocked breakfast cupboard (cereals etc)
- Monthly Lunch Club for top performers
- Monthly team activity for the whole company
- Additional half day for birthday and days off for children's birthdays
- Company holidays
- Hawaiian / Sh*t shirt Friday
- Glasses + eye test allowance
- Family feel in the office with a huge emphasis on personal development and a healthy work life balance
- Training scheme run by company directors. We hire from all walks of life and our training is aimed to bring out the best in you

... what more could you want?



WE LIKE TO KEEP BUSY.....



INCENTIVE SMART

WELCOME TO REDSTONE REWARDS, OUR REWARD AND RECOGNITION PROGRAMME, WHICH HAS BEEN TAILOR MADE TO THANK YOU FOR EXCEPTIONAL WORK AND ACHIEVEMENTS. YOU CAN EARN POINTS IN A NUMBER OF WAYS AND EITHER SPEND THEM IMMEDIATELY OR SAVE UP FOR SOMETHING REALLY SPECIAL. THERE ARE SOME AMAZING REWARDS AND PERKS ON OFFER, AND THE BEST BIT IS THAT YOU CHOOSE WHAT REWARDS YOU WANT TO WORK TOWARDS.

POINTS ARE REWARDED FOR BILLING, HARD WORK, BIRTHDAYS, WORK ANNIVERSARIES, COMPETITIONS ETC



TESTIMONIALS FROM OUR TEAM



ANDY LOW: Since joining Redstone in 2014 I have steadily moved through the ranks until running the three UK based teams; Commodities, Legal and Private Banking. I have travelled across the EMEA region developing clients and counterparties for all three teams and have greatly enjoying overseeing the development and training of the excellent individuals representing Redstone. We have worked hard to build a strong team ethos and culture of success at Redstone – our counterparties come back to us time and again because of the efficient professionalism we exhibit in placing strong individuals and teams.



SAM FOWLER: I joined Redstone Search Group in January 2016. My role within the team was full on from day one, we had the aim to establish a Private Banking and Wealth management offering to compete with and complement our Commodity business. Since 2016 we have seen great traction in the expansion of our client base and I am now heading up the division. We are building out a thriving and hungry team to further expand our ability to place high level professionals across the Global Private Banking and Wealth Management hubs. Redstone offers the perfect balance between a traditional corporate environment and a place to demonstrate one's entrepreneurial side whilst being supported by a knowledgeable and motivating senior team. Plus, the commission is great.



KAMRAN SUBHERWAL: I had two clear objectives when joining Redstone, firstly, increase the size of my payslips, secondly, develop a collaborative team atmosphere with everyone moving towards the same objective – company expansion! The initial training scheme was perfectly set up and delivered results quickly, I am happy to say that my initial objectives were quickly achieved and can add that it is my delight to run the commodities desk. The top to bottom structure at Redstone sets out to provide an environment that values all team members, promotes healthy competition and provides a plethora of motivational perks which serve to build the strong work ethic and morale here at Redstone. We have all the necessary tools and support structures in place to ensure Redstone continues to thrive and grow in today's commodities recruitment markets.



THOMAS CARSON: I joined Redstone as a trainee and through the great training process run by the Directors, I became an Energy Consultant and have helped to develop our international coverage within the Oil and Gas markets. It is a great working environment and as Redstone's appointed Global Head of Fun, I should say that once a month we have a companywide team activity that has included rock climbing, Go-Ape, go-karting and even white-water rafting! I'm excited as the company continues to grow and open new opportunities for my career, I started a new division for Redstone – Redstone Legal Risk and Compliance. This area was a natural fit to me given the type of business I was doing in Commodities and it was very rewarding to have my hard work, (with a lot of team help as well) rewarded. It was especially rewarding as the company has continued to increase investment in my project throughout the Covid-19 and beyond Pandemic. At a time when many other companies withdrew or paused their growth plans, Redstone have remained active and strong to ensure continued success long into the future. Hiring into the team has been both exciting and rewarding.

GOALS AND PROGRESSION OUTLINE

Job Title	Commission Structure/Salary	Estimated Earnings	Target Needed to Progress	Rough Timeline
Trainee Consultant	<ul style="list-style-type: none"> - £22-23,500 Basic Salary - 10% Commission on all Invoices 	£26,000	<ul style="list-style-type: none"> - Invoiced & paid on £30,000 worth of placements - Completion of Graduation Program 	4-6 months
Consultant	<ul style="list-style-type: none"> - £22-23,500 Basic Salary - 10% Commission on all Invoices 	£50,000	<ul style="list-style-type: none"> - Invoiced & paid on £270,000 worth of placements 	12 months (1.5 years)
Senior Consultant	<ul style="list-style-type: none"> - £24,000 Basic Salary - 10% Commission on all Invoices up to £200,000 in a year - 15% Commission on Invoices for everything above £200,001 in the same year 	£64,000 to £85,000	<ul style="list-style-type: none"> - Invoiced & paid on £300,000 worth of placements /Or - Get two trainee consultants through target (+£100k personal billing target) 	12 months (2.5 years)
Principle Consultant/ Team Leader	<ul style="list-style-type: none"> - £25,000 Basic Salary - 15% Commission on all Invoices up to £200,000 in a year - 20% Commission on Invoices for everything above £200,001 in the same year - 7% of team profit 	£100,000 +	<ul style="list-style-type: none"> - Get two more trainee consultants through target - Show managerial/leadership qualities - 3 consecutive quarters of +40k team profit 	12 months (3.5 years)
Head of Own Brand	<ul style="list-style-type: none"> - £30,000 Basic Salary - 20% Commission on all Invoices - £1,000 increase on base salary for every consultant trained in addition to target. - 7% of team profit 	£120,000 +		

After promotion all targets are re-set to the new bandings, fulfilment of previous targets will still be honored within the same year. Billing used to reach new thresholds cannot count towards the new targets.

WE LOOK FORWARD TO MEETING YOU



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