



# REDSTONE

Legal, Risk & Compliance Search

+44 (0)3300 529 788

New Barnes Mill, Cottonmill Lane, St Albans  
Hertfordshire AL1 2HA, UK

[www.redstonelrcsearch.com](http://www.redstonelrcsearch.com)



# Executive Search

Redstone Legal, Risk & Compliance Search are committed to delivering swift and precise, 360° search solutions for our diverse client base. We take the time to fully understand your hiring needs before conducting extensive and sophisticated searches based on your specified parameters. Through our professional, consultative approach, we manage processes to the highest level, ensuring that your next hire is the perfect fit for your business, both technically and culturally.

Our specialist consultants work closely with a range of Producers, Trading Houses, Brokerages, Hedge Funds, Banks, Private Banks, Boutiques, Family Offices and FinTechs globally.

- Retained Searches
- Contingent Searches
- Exclusive Contingent Searches
- Extraction Searches
- Salary Benchmarking
- Market Mapping
- Managed Advertising Campaigns
- Market Intelligence

## Legal

The role of an in-house legal professional can vary greatly from business to business. We have a network of international lawyers and legal counsel professionals dedicated to providing the highest quality service. So, whether you are looking for someone with a specific background who can fit into an established team or for someone who is capable of managing, building and maintaining legal procedures to the highest standards on their own, we're well equipped to deliver the legal solution your business needs.

## Risk

Risk and risk management is an integral part of any business. Whether you are looking for corporate & institutional risk management salespeople to capitalise on the risk management strategies of others, or highly qualified analysts and structurers, we are the trusted partner for your search needs. Risks are an inherent part of running any business. They can appear in a multitude of different guises and so it is crucial that you have talented experts at your disposal who can identify, assess and deal with them before they have the chance to eat into your profits or cripple your business altogether. Here at Redstone, we have access to an extensive pool of both passive and active professionals who are experts when it comes to unearthing risks and implementing risk management procedures, thereby eliminating any risks that are apparent to your business.

## Compliance

Given the increased pressure on your business to adhere to an ever-growing list of rules and regulations, it is vital that you develop the right compliance policies and procedures to protect yourself and your teams. We understand the importance of acquiring experienced and competent compliance professionals, who will ensure your business avoids the cumbersome penalties that we have seen issued in recent times. By utilising our global network of compliance professionals, we at Redstone can find you the talent you need to avoid tomorrow's fines, today.



## 1. Retained Search

Retained search firm's fees are typically paid in thirds. 1/3 paid upon acceptance of the search, 1/3 upon provision of the candidate shortlist and 1/3 paid upon completion of the search. Redstone Legal, Risk & Compliance Search aims to offer a structure weighted on the completion fee. We reduce the upfront risk for our clients by requesting 1/3 upfront and the rest upon successful completion of the search. We work closely with you to set the parameters of the search, a strategy for identifying, screening, evaluating and hiring the desired candidate. The Redstone Legal, Risk & Compliance Search Retained methodology uses the full search capacity of an in-house resourcing team and targeted advertising campaign to provide a shortlist of the most appropriate and available candidates along with our recommendations.

## 2. Contingent Search / Exclusive Contingent Search

Using a "no-win, no-fee" search solution, we are able to harness our extensive database and developed market relationships to offer 3-5 candidates to match your needs within a quick time frame. Redstone Legal, Risk & Compliance Search offers this search as a hassle-free option, with no up-front commitment required from your side as we are only paid upon a successful introduction of a candidate. If we are given an exclusive search, we are able to commit more research and time, whilst still on a contingency structure.

## 3. Extraction Search

For a heavily reduced fee, you tell us who you want, and we will go and get them.

## 4. Salary Benchmarking

With extensive access to salary information across the market we are able to help you evaluate and ascertain the appropriate pay structure for your employees.

## 5. Market Mapping

Allows us to gain an in depth understanding of your search needs in conjunction with making a detailed assessment of your competitors' staff. This method allows us to track candidates who are not actively looking for new opportunities and form an opinion as to where you might want to add talent. Our maps are principally useful when attempting multiple hires or as part of a continuous marketing campaign.

## 6. Managed Advertising Campaigns

Advertising can be a very useful and effective method of targeting potential candidates. Redstone Legal, Risk & Compliance Search can advise on how to create a suitable advert and where to advertise it. We offer you our consultants to manage the advert traffic response and to filter out the candidates that match your requirements. We can run advertising campaigns confidentially or using your own branding.

## 7. Market Intelligence

Using our access to the market and in-depth research team, we are able to perform research analysis to gain an appraisal of your company's current perception in the marketplace, how the market is fairing presently and how your competitors are currently performing. We utilise primary and secondary research to increase your information flow on the market.



# About Us

**Our Legal and Compliance** focused consultants have been extremely busy in recent years, leveraging on the commodities and private banking markets, as well as acquiring new financial corporates and institutions globally. Given the various regulatory changes seen over the last decade, this has become a central pillar to many of our pre-existing and new client's recruitment drives. The team have worked tirelessly to source the highest calibre legal & compliance experts the market has to offer, ensuring that Redstone consistently deliver the best candidates every time. They have recently worked on the below mandates:

- Head of Compliance / Private Bank / United Kingdom
- Head of Legal / Commodities Trading House / Dubai
- Senior Compliance Officer / Oil Producer / Switzerland
- Commodities Lawyer / Trading Group / Singapore
- In-House Counsel / FTSE 100 / United Kingdom
- Company Secretary / International Mining Group / Russia
- Compliance Manager / Fintech Group / Switzerland
- Regional Group Head of Legal / Wealth Management Group / USA
- Deputy Head of Legal and Compliance / Private Bank / Luxembourg
- Junior Corporate Associate / Law firm / Dubai
- Compliance Officer / Brokerage / UK
- Contracts Specialist / Supply Chain Group / Dubai
- Head of Compliance Advisory / Private Bank / Switzerland
- Commodities Trading Lawyer / Commodities Trading House / United Kingdom
- AML / KYC compliance Analyst / Family office / Bahamas

**Our Risk Management** consultants have a track record of successfully delivering the highest quality service on our risk and risk management mandates. Since our inception, we have established an extensive network of industry leading professionals, significantly enhancing Redstone's ability to consistently fulfil our client's hiring parameters to exacting standards. Our consultants have worked on the following hires:

- Chief Risk Officer / Private Bank / Switzerland
- Head of Credit Risk / Oil Trading Group / United Kingdom
- Deputy Head of Risk Management Solutions Sales / Commodities Producer / Americas
- Senior Market Risk Manager / Commodities Trading House / United Kingdom
- Regional Risk Manager / Private Bank / Singapore
- Global Head of Risk / International Mining Company / Switzerland
- Risk and Regulation Officer / Fintech / United Kingdom
- Deputy Head of Commodity Risk Management Sales / FTSE 500 / USA
- Senior Risk Management Sales / Financial Services Group / Singapore
- Regional of Agricultural Corporate Sales / Commodities Trading House / United Kingdom
- Investment Risk Manager / Hedgefund / Switzerland
- Risk Manager / Financial Services Group / Ireland
- Co-Head of Risk / Private Bank / Dubai
- Risk Manager / Trading Group / USA

## Please see our contact details below

We are happy to answer any questions you may have, and we would be delighted to assist you with your hiring plans moving forward.

**Thomas Carson**  
Head of Legal, Risk & Compliance

+44 1727 615 150  
thomas@redstonesearch.com

**Thomas Ian Eastwood**  
Consultant

+44 1727 615 190  
thomas-ian@redstonesearch.com

**Luke Brace**  
Consultant

+44 1727 615 151  
luke@redstonesearch.com