

Moon Executive Search

The Route to Non-Exec Directorship

Who are Moon Exec Search?

Moon Executive Search is a leading Executive Search firm that undertakes recruitment campaigns for Private Equity backed and Listed Groups, as well as Family Owned businesses, SMEs and the Charity Sector.

Since our formation in June 2000, we have developed three core operating divisions - our core Executive Search model, our Charity Practice and our IT Solutions division. These **three key divisions** are all distinctively different in their specialist approach but are joined by our underlying principles of (being distinctive, ethical and approachable in all our undertakings.

Our **Executive Search division** is led by **Vanessa Moon and Simon Quinn**, which oversees high-level board and strategic leadership appointments, including tactical board builds for growth and transformation. We typically cover all C-Suite roles as well as Non-Exec appointments with instructions taken both in the UK and internationally.



Vanessa Moon

Vanessa has over 25 years senior management and board level recruitment experience. She co-founded Moon Executive Search in 2000, perceiving a need for a return to the personal touch in senior level recruitment and is a firm advocate of the company's core values of being distinctive, ethical and approachable in all their undertakings.

She is also on the Advisory Board of the UWE faculty of Business & Law, Chair for Insane Root Theatre CIO and a Trustee of the Royal West of England Academy. She is also a Co-opted Governor at City of Bristol College and is the most recent past Master of the Guild of Guardians, and a former member of the South West Regional Council of the CBI.

Simon Quinn

Simon is Director of Executive Search at Moon Executive Search and brings nearly 25 years' experience in the Executive recruitment industry. Joining Moon in 2014, he now manages high-level retained C-Suite, Non-Exec and senior search campaigns for PE and VC backed entities, SMEs, family and owner managed businesses.

He operates across multiple sectors regionally, nationally and internationally. Simon is also Chair of Babbasa which supports disadvantaged young people in Bristol.



The Route to Non-Exec Directorship

Summary

- What are the key considerations about Non-Exec Directorship opportunities?
- A professional perspective on how businesses hire Non-Exec Directors
- Establishing and maintaining Board Diversity

Key considerations about NED opportunities

Becoming a Non Executive Director

- What is the market like for Non-Exec Directorships?
- Skillset and Remuneration
- How do I become a Non-Exec Director?
- What can I offer?
- Advice for new Non-Exec Directors

Businesses looking for a NED

How should businesses hire a NED?

- Analyse motivation behind the role
- Ask what skills / past achievements you want
- Look at current trends
- Deep dive into the businesses needs & future plans
- Talk to Moon Executive Search

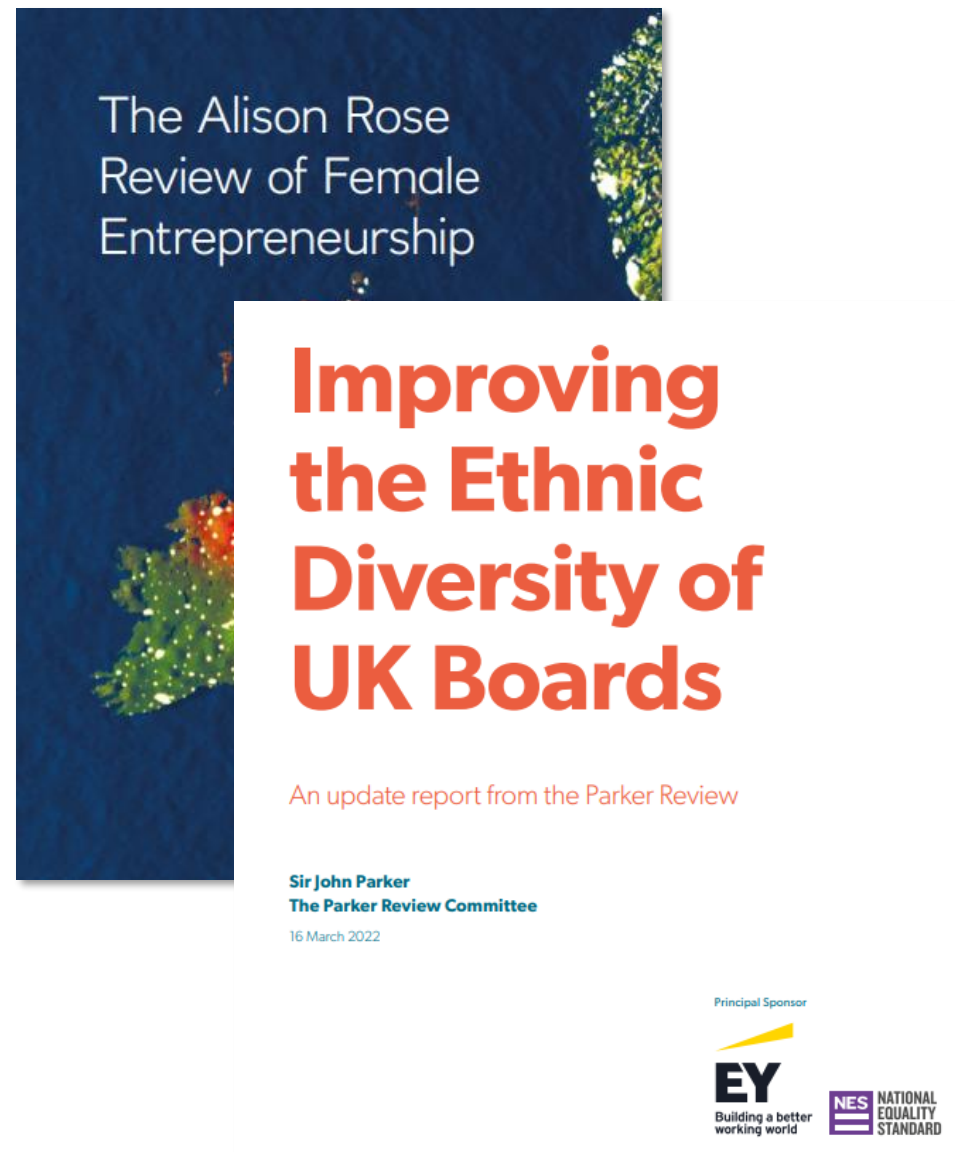
Establishing and maintaining Board Diversity

Establishing and maintaining Board Diversity

- Benefits of having a diverse board
- Positive action, not positive discrimination
- Inclusive job specification and search
- Change the Race Ratio Initiative
- REC Code of professional conduct

Further reading

- [The Parker Review](#) – A look at how to improve the ethnic diversity of the board room
- [Alison Rose Review](#) – Female Entrepreneurship in the UK
- [How to Become a World-Class Non-Executive Director, Jo Haigh](#) – A book providing first hand insights from a serial NED
- [How to become a non-executive director](#) – Institute of Directors



Let our 20 years' of search
experience support your business

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