



PER

**IN SEARCH OF
EXPERIENCED
CONSULTANTS**

PER-people.com

「 THE RIGHT PEOPLE
FOR SECURING
THE RIGHT PERSON 」

ABOUT PER

FROM GARAGE TO GLOBAL: UNCHANGING VALUES UNDERPIN 25 YEARS OF GROWTH AND EVOLUTION

OUR STORY

Ours is a garage start-up story, something that will be familiar to many in venture capital and private equity

After emerging from a decade-long career as an investor at 3i in the 1990s, Gail McManus received a call from a former colleague looking for new recruits for their growing fund. Inspired to utilise her deep knowledge of this burgeoning industry and her established network of seasoned investors, Gail returned the call, took on her first mandate and established PER

Gathering a team of former investors around her, Gail built a recruitment company firmly rooted in the industry it serves. The first-hand investment experience of our leadership team has been fundamental in establishing and cementing our reputation as market leader in the field. Our opinions are valued, our advice is insightful and our commitment to the sector is second to none

Over 25 years and 3000 placements later, we continue to evolve alongside private markets, all the time finding exceptionally talented people to underpin its ongoing growth and development

OUR GLOBAL REACH



We are 70 people working in seven locations across three continents, we have a fully international network, collaborating across borders through sophisticated systems and strong personal working relationships

Our consultants serve their clients across their areas of expertise and are both search specialists and integral advisors

AT THE HEART OF PRIVATE MARKETS

Our deep network, expert judgement and generous heart make us a leader in our field

Every day, we form the connections and build the teams that shape the future of this dynamic, international industry

We are committed to improving diversity by working with our clients and the wider industry to promote change



PER – A PEOPLE BUSINESS



25% of PER employees focus on research



23% of the PER team have worked here for over a decade



30% of PER team members were promoted in 2020

PER IN NUMBERS

3000
PLACEMENTS

400
PLACED
IN 2021

25
YEARS IN
BUSINESS

THIS ROLE AND ITS IMPORTANCE

RESPONSIBILITIES, OPPORTUNITIES AND THE APTITUDE WE ARE LOOKING FOR

CONSULTANT

BASED IN CENTRAL LONDON

Established search consultants are the lifeblood of our business. In this essential role, you'll develop and nurture both new and existing client relationships whilst building a business area of your own



We can train you to use our leading-edge recruitment technology to pinpoint the candidates you need, along with the support of a fully staffed research team



You'll be given the space to grow and establish yourself as an expert within a specific vertical of the private markets universe



Opportunities abound in our fast-growing business for people with the right aptitude and attitude



A UNIQUE OPPORTUNITY: A BRIGHT FUTURE



PER is a place where someone with drive and ambition can learn and grow in a highly supportive and friendly environment



JOCELYN ROGERS
CONSULTANT

For the past 25 years, we have grown and evolved alongside private equity, developing services as the market diversifies and expanding across continents as clients globalise

Historic levels of investment in private markets is creating unprecedented demand and we are continually evolving our business to meet it

The opportunity to build a team which services a new market vertical for the business is clear and we are eager to find people to take on that challenge



KEY COMPETENCIES

YOU HAVE ...

- › The personal discipline to build a market presence in a new environment
- › The confidence to articulate your ideas and follow them through
- › The commitment to achieve successful outcomes
- › The desire to build long-lasting relationships
- › A strong understanding of private markets

YOU CAN ...

- › Demonstrate great listening skills and ask insightful questions
- › Deliver to the highest standard with immaculate attention to detail
- › Consistently deliver high quality verbal, written, formal and informal output
- › Problem-solve and always go the extra mile

RECRUITMENT PROCESS, COMPENSATION AND DEVELOPMENT

WE TAKE TIME TO GET TO KNOW YOU

THAT'S WHY:

We will aim to identify a market segment which would be a fit for your expertise and interests

You'll meet PER's senior management team and collaboratively design a business plan appropriate for your and PER's goals

We encourage you to be proactive throughout the process, letting us know what's important to you and what you're looking for in a fulfilling career

If it looks like we could be right for each other, we'll create an attractive compensation package which incentivises you and provides attractive upside



COMPENSATION AND BENEFITS INCLUDE



Highly competitive base salary plus attractive results-based commission scheme



25 discretionary days holiday plus public holidays and half day off on your birthday



Great social impact strategy, including a volunteering day



Structured initial training programme to bring you up to speed with our systems and ways of doing business



Opportunity to participate in external training and certification with PER covering the costs and giving you time to do this in your working day



Regular social and team building events. For 2022 an all-company trip to Lake Como is planned

Career progression and continuing development is important to us; we'll do all we can to support your professional journey. Ours is a results-oriented business and we reward success

MEET SOME OF OUR TEAM MEMBERS

OUR CLOSE-KNIT TEAM WORKS COLLABORATIVELY TO PROVIDE SUPPORT AND ENSURE SUCCESS



GAIL MCMANUS

FOUNDER AND MANAGING DIRECTOR

Gail is a passionate member of the private equity community and is actively involved in developments that shape the sector, from compensation strategies to diversity, ESG and mental health. Gail oversees strategy and uses her first-hand industry experience and extensive network to support the work of the Research Team.



CHARLIE HUNT

DIRECTOR OF UK

Charlie is a Principal Consultant, Director of UK and a member of our leadership team. He has been involved in securing roles for more than 1000 people around the world, placing more people in the mid-market, growth and venture capital industry than anyone else in Europe since joining PER in 2006.



RICHARD JONES

HEAD OF TALENT ACQUISITION & DEVELOPMENT

Richard is our Head of Talent Acquisition and Development, with responsibility for all internal hiring as well as helping our team members think actively about their career development within PER.



DEBBIE EIDELMAN

PRINCIPAL CONSULTANT

Debbie is the Head of Investor Relations and Fundraising at PER. Her 13 years of experience placing Investor Relations professionals within private markets funds have allowed her to build an incredible network within the industry.



If you are interested in speaking further about opportunities at PER, please email our Head of Talent Acquisition and Development, Richard Jones

Richard.Jones@PER-people.com

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