

Executive search for professional services

We find outstanding professionals to help legal and banking firms evolve.

People with precisely the right experience, skills, knowledge and contacts. People who don't just fit your firm's future, but who help determine it. The right people.

Our industry-specialist consultants analyse your unique requirements, research the market, then strategically identify and discreetly approach extremely high calibre professionals. Most often, these people are not available on the 'open recruitment market'. They tend to disregard advertised roles because they're not interested in a 'job' or a 'role'. They want something highly specific and very unique. Just as you want 'the perfect person', they want 'the perfect challenge'.

The impediments to your business success are the very challenges against which they seek to measure themselves. This means that they're not a part of your success; your success is a part of them.

The Perring Group- Locate, Appoint, Evolve.

Call The Perring Group on +612 8211 2702 to speak – in confidence – with a market specialist executive search consultant.

[Our Firm]

Our Firm

Established in 1999, The Perring Group is more than a boutique executive search firm. Infinitely more. We research, network and pinpoint; we don't search. We discreetly approach challenge-oriented, high performing individuals; we don't contact candidates. Most importantly, we contribute to the strategic evolution of professional services businesses; we don't fill vacancies.

Of course, a considered, informed approach is as nought without client results. To ensure unparalleled business outcomes, The Perring Group brings to bear a proven combination of intuitive client approach, extensive experience and several ubiquitous niche networks of high-performing executives. Consequently, we have been successful in attracting some of the leading corporations from the banking and legal sectors, both in Australia and overseas. In fact, The Perring Group is now retained by numerous blue-chip international organisations, including several Fortune 100 companies, and over 90% of our engagements are the result of repeat business or client referral.

Perhaps the single most influential factor in our success – or at least that which is most visible to clients – is the market expertise of our search consultants. Not only are they able to demonstrate a true understanding of client company culture and industry-specific strategic needs, they are also comprehensively trained and extensively experienced in implementing The Perring Group's exhaustive search process. They go to great lengths to ensure that all stages of the process are fully implemented, thoroughly vetting all approached individuals, before seeking references from previous employers and after an offer has been extended. What's more, they possess the training and 'onsite' experience to advise on the design and development of remuneration and incentive packages.

Not surprisingly, both clients and candidates frequently tell us that our understanding of their industry is second to none. They quickly come to value our knowledge and advice, relying on us, not merely as service providers, but as trusted advisors.

With fully integrated offices in Sydney NSW and Brisbane Queensland, we boast an enviable track record of Australian and international success, including in the UK, USA, Middle East and Asian markets.

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[Our Services]

Our Services

All of the Perring Groups' **executive search** solutions are intrinsically linked to the targets of the client organisation and the needs of the approached individual.

Although these objectives may appear, at first glance, to be at opposing ends of the spectrum, there are always two key commonalities. The first: challenge. Businesses face challenges; high performing **executives seek** them. Businesses **seek** lynch-pin individuals as a consequence of business growth, **staff turnover**, market changes, strategy changes or changing demands from their own clients. **Executives seek** greater, varied or more numerous challenges, growth potential and **career path** support.

The second: perceived value. Both parties want their input and outcomes to be valued. Organisations want **executives** who will 'buy into' or own their strategic business objectives. **Executives** want to know that their contribution makes a difference, and that it will help determine the future of the organisation.

Our expertise lies in teasing out the details of these needs, then analysing them to identify the **perfect fit of organisation and executive**. A fit where organisation-**executive** challenges and values align, all but seamlessly. In order to achieve this, we perform a myriad of services – services which tend to elude classification. For simplicity's sake, however, we can loosely categorise them as follows.

- **Talent Acquisition** – We offer a collaborative approach to **executive search**, based on a thorough understanding of the strategic, financial and operational issues our clients face. Our proven processes, comprehensive analyses and extensive **executive networks** allow us to deliver to our clients the most **talented**, high performing individuals in the market.
- **Talent Management** – One of the key challenges for business leaders is to identify, develop and **retain** outstanding individuals. Individuals who are able to deliver consistently superior performance, both **individually and as part of a team**. To this end, we have developed a **leadership** solution that is unique in its practicality, relevance in the **work place** and delivery of measurable results.
- **Strategic Growth** – From start-up to blue-chip, The Perring Group can assist clients to identify opportunities within blue and red oceans (i.e. known and unknown market places).
- **Market Intelligence** – We understand why the water is moving; we don't just see ripples on the surface. Our daily interaction with clients and potential **executives** places us in a unique position to provide authoritative data and extensive mapping of industry sectors. We offer **salary surveys, recruitment process evaluation, skills templating for resource planning, skills testing of incumbent staff, and psychometric testing**.

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Practice Sectors

Locating the right executives for your organisation requires specialised industry expertise, exhaustive market intelligence and extensive professional contacts. As such, the Carlyle Perring Group consists of three specialised divisions, each dedicated to its area of expertise:

- [Banking and Finance](#) - Churchill Perring - The Churchill Perring Banking division recruits for both front and back office technically experienced staff across Corporate and Institutional, Commercial, Business, Private and Retail Banking.
 - [Legal Practice](#) - Carlyle Perring - Carlyle Perring is a Legal Search firm that specialises in the recruitment of Practice Groups, Partners, and Associates for local and international law firms.
 - [Wealth Management Practice](#) - Churchill Saunders – Innovative wealth management solutions, including the planning and implementation of strategic Acquisitions, Mergers, Joint Ventures and Partnerships, Resoaking solutions, Executive search, and Global reach facilitation.
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