



**Claire Deacon**  
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## Profile

My name is Claire and I'm 51. I live in Farnham in Surrey with my two teenagers.

For the last 20 years I have worked in executive recruitment where I have **project managed** multiple recruitment projects simultaneously, whilst providing an exemplary service to my stakeholders by finding talent for their teams to exacting timescales. My specialism is resourcing, whether that is finding people, candidates, business development opportunities, better ways of doing things or props for my local theatre company, I am resourceful and creative in all that I do.

I am a qualified **Coach** and I also volunteer within various wellbeing charities which is something I have done for over 20 years. I have been trained by The Institute of Psychosynthesis in London and have a deep interest and bookshelf full self-development, coaching, psychology and other self-help books. In my own coaching business, I work with women from all walks of life including CEOs, parents, entrepreneurs and many others.

I have a deep understanding of **professional services**, having worked in executive search for 23 years, within the **legal** industry as a Recruitment Expert Witness and also at New Minds where all of my clients were **boutique management consultancies**. I am passionate about the client or candidate/delegate experience and will stop at nothing to deliver on promises.

I have mostly worked in **Founder-led** organisations and been involved in the strategic growth of the business, alongside my operational role.

In 2023, I undertook a Psychosynthesis **Leadership Coaching qualification** and will receive accreditation in June 2024. I have over 70 hours of coaching experience to date.

My Enneagram personality type is **The Loyalist**.

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**2018 – Present**

**Freelance Leadership Coach for Women**  
[www.clairedeaconcoaching.co.uk](http://www.clairedeaconcoaching.co.uk)

**2020 – Present**

**Freelance Recruitment Expert Witness in Family Law in the UK**

## **2023 - 2024 Senior Associate**

***Gerard Daniels is a global recruitment business covering Mining, Oil and Gas, Energy, Renewable Energy, Industrials, Manufacturing and Engineering in EMEA***

- 100% success rate on all my projects, contributing circa £1m to fees 2023 - 2024
- Attend client briefings and stakeholder meetings
- Design the project strategy for all EMEA recruitment projects – most at Board or Executive level
- Mapping, identification, sourcing and approaching of all candidates
- Interviewing candidates and writing reports for clients – CEOs, COOs, HRDs
- Creating proposals, job descriptions and PowerPoint presentations
- Data entry and report generation from FileFinder
- Project management of simultaneous projects to strict deadlines
- Business development generation
- Mentoring of junior staff
- Quality control and process champion

## **2019 - 2023 Senior Associate, New Minds Resourcing Limited**

***New Minds is a recruitment partner to boutique and start-up management consultancies in the UK. Their clients are at the forefront of business transformation, culture change and digital transformation***

- Design and executive the strategy, timeline, milestones and briefing for all projects
- Clients included Gate One, Cognosis, Capacitas, Baringa, Woodhurst
- Scoping exercise to see if a search is viable and cost effective
- Mapping, identification, sourcing and approaching of all candidates
- Initial screening of candidates both for retained search and graduate recruitment
- Advertising strategy, including writing ads, liaising with suppliers and managing response
- Salary range from Graduate to £120k
- Worked closely with the Founder, Marc Jantzen and Caroline Boston

## **2013 - 2021**

### **Freelance Consultant**

Freelance recruitment and business consulting services to various clients including Ferguson Partners Executive Search, New Minds Resourcing (Recruitment) and Ivy House (Training & Development). I worked closely with the Founder, Elke Edwards who then introduced me to her brother, Marc Jantzen where I worked next.

## **2008 - 2013 Career Break to Raise Children**

## **2007 - 2008 Research Project Manager, Directorbank Executive Search**

*Specialises in executive and non-executive search for private equity-backed, privately-owned and AIM-listed firms*

- Attend client and stakeholder meetings
- Design recruitment strategy for all projects
- Mapping, identification and approaches for projects
- Project planning and project management
- Business development identification
- Database management and report creation
- Worked with the Founding Partner

## **2007 Researcher, The Zygos Partnership (Now Russell Reynolds)**

Headhunted for my meticulous work ethic on a contract to work with Founder, John Viney and his Researcher on FTSE 100 business development, research and project management.

## **2004 - 2006 Researcher, Hanson Green (Now Directorbank)**

*Executive Search firm specialising in Non Executive roles*

- Worked for one of the Founding Partners on FTSE 250 NED roles within the Industrial sectors
- Business development and knowledge management for Industrial sector
- Mapping, identification and approach on NED and Board searches (Chair and CEO)
- Project planning and management
- Database specialist
- Contributor at Board meetings on process, strategy and retention of staff

## **2003 - 2004 Project Manager, Board Practice, Heidrick & Struggles**

*Global executive search business, recruiting for Board roles within Real Estate*

- Project management of all assignments ensuring all projects were on schedule
- Research and identification of candidates
- Knowledge management for Real Estate team
- Database management

**2002 - 2003 Recruitment Consultant, Angela Mortimer** – worked closely with Founder, Angela Mortimer

## **2000 - 2001 Project Manager, Norman Broadbent**

- Supporting researcher on all real estate mapping and research
- Project planning and management
- Assignment administration including database population, report creation and CV formatting

## **Education**

### ***Institute of Psychosynthesis***

Leadership Development Coaching 2023 – 2024 (course completed April 2024)  
Awaiting accreditation with the EMCC (June 2024)

## **Volunteering**

***Harry Edwards Foundation*** – Wellbeing Charity

**My Sister's House** – Women's Charity

**LOVO** – Women's Charity

## **Interests**

Family time, playing piano, meditation, painting, restoring and painting furniture, car boot sales, reading psycho spiritual material and kayaking in the Summer.