

“You really do get a tailor-made service from Aegis, matched exactly to your recruitment needs. The consultant quickly understood not only the role but the culture and the operational sensitivities of our organisation. He cared also that only the right person would do.

Simply the best when it comes to senior-level recruitment.”

JULIET EDWARDS, HEAD OF PERSONNEL & TRAINING  
ROYAL ACADEMY OF MUSIC

### THE ORGANISATION

The Royal Academy of Music in London has produced generations of leading musicians, conductors, singers and composers – versatile professionals who work at the highest international levels.

Regarded as one of the leading conservatoires of the world, the Academy is proud of its 185 year history. Far from resting on its laurels, it's a forward looking, vibrant powerhouse of learning, talent and performance.

The Academy's culture makes it a happy and exciting place in which its 700 students study the whole art of music, whilst preparing for the rigours of their profession. It has an international teaching and coaching staff second-to-none, and the calibre of students to match.

The Academy has invested in new and refurbished amenities at its prestigious location by Regent's Park. It's the only conservatoire which is a member of the University of London.

### THE BRIEF

The Director of Finance & Personnel is responsible for all of the Academy's infrastructure and services. With the steady expansion of the role and the disparate nature of the five departments, she needed to re-balance the proportion of her time spent on finance matters.

Aegis was appointed to find a new Head of Finance. The role has a broad range of responsibilities, covering professional input to strategic finance initiatives; new developments and projects; Statutory and management accounting; and the leadership of the finance department.

It was therefore essential that candidates had extensive experience in a Higher Education establishment, together with proven ability in people management, leadership and development.

### THE RECRUITMENT SOLUTION

Because of the need for specific experience in the HE sector, Search was the most effective recruitment method.

However although the target organisations were clear, there would be few potentially suitable candidates available. Also, Finance structures and roles varied considerably between the smaller institutes and the big universities and colleges.

Therefore an iterative 'peeling the onion' approach was needed to identify the right level of candidate in each organisation. The Search needed a combination of intensive research and, given the nature of the target organisations, sensitive handling.

The integrity and confidentiality of Aegis's approach reassured candidates and reinforced the Academy's reputation and prestige.

### THE RESULT

As anticipated, our in-depth discussions and subsequent meetings with potential candidates resulted in a small number only of suitable people.

The candidates on our shortlist then had thorough, but relatively informal, interviews with the Director. This met the dual aims of ensuring professional and cultural fit, and engaging candidates in the Academy's proposition.

The outcome was that our client found it a difficult choice between the two finalist candidates. The appointment made has since proved to be a great success.