

**“WIG WERE ABLE
TO FIND AND PROVIDE
ANOTHER EXCELLENT POOL
OF CANDIDATES AT AN
AFFORDABLE PRICE.
THANK YOU WIG!”**

Sarah Rapson, Chief Executive, Identity and Passport Service

The Whitehall & Industry Group (WIG) provides a non-executive director (NED) recruitment service for the public sector which offers over 100 FTSE and Professional Services companies from which to recruit your Board members.



WIG

The Whitehall & Industry Group
connecting the sectors

“WIG is results driven, responsive and focused on the strategic objective. We achieved a really successful outcome and they’re on hand with advice and support at every step of the way.”

Jon Whitfield, Director of Internal Audit,
Department for Business, Innovation & Skills



End-to-end professional service

We invest time and energy in understanding the needs of your organisation and senior team so that we attract the top candidates and can guide you through the process. The quality of preparation reaps rewards.

Creating the right environment for a successful organisation means having fresh perspectives at the top. We help you write and hone the recruitment brief, guide you through a robust appointments process which we’ve drawn up in consultation with the Commissioner for Public Appointments, and help you with the ultimate selection, if you need us to.

With over a decade of senior level experience in supporting and guiding organisations through the process of recruiting non-executive directors (NEDs), we can help you find the right person – whether it is a Chair or an Audit Committee member.

At WIG we are known for our proactive and personal approach to our dealings with both customers and candidates.

Call the NED recruitment team on 020 7222 1166

Breadth of network and beyond

It is the WIG membership that makes us unique in our approach to executive search. Its extensive reach gives us an unrivalled and ready-made opportunity to access top candidates in a wide range of the UK's blue chip organisations and public sector bodies, many of which we have worked closely with for the past 25 years.

Our networks also extend beyond our membership; we've cultivated and grown a senior level NED network of individuals to whom we disseminate our roles. We actively engage social media tools to ensure we get the right roles to the best people, and access under-represented groups to ensure diversity.

Our experience enables us to spot the candidates that stand out during the search and selection process. Call us old fashioned but we believe that building fruitful and knowledgeable relationships means we can help you select the best.



**WIG'S
FAR REACHING
NETWORK
ALLOWS BOARDS TO
SELECT THE
VERY BEST
CANDIDATES**

“When WIG’s email came through with details on the Defra role it really caught my attention; the role was perfect for me.”

Sir Tony Hawkhead CBE, Chief Executive of Groundwork UK and Non-Executive Director of the Department for Environment, Food and Rural Affairs (Defra)

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“WIG sourced a surprisingly rich and impressive selection of senior level people, which was a refreshing change from the ‘normal’ recruiters.”

Iain Gray, Chief Executive, Technology Strategy Board



Experience to get the results

Our results are consistently excellent because the selection of candidates we attract is refreshingly varied (though we say it ourselves). We've recruited over 200 NEDs to a huge range of different roles and boards, across nearly every government department and wider public sector organisations.

We are known for our ability to provide an excellent pool of top quality candidates, each fitting your brief in different ways. It enables you to pick from the very best.

Our track record in attracting diversity is strong and over 40% of NED appointments made by us, since starting out in 1999, have been senior level women.

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WIG recruitment process

Our process is end-to-end, covering all aspects of the search and selection service.

1

Preparing the brief

Working with you to draw up a detailed specification – we incorporate background information; context of appointment; governance requirements; person specification; selection process; remuneration and time commitment.

2

Conducting the search

We search for appropriate candidates from our membership base and broader networks from targeted groups. Candidates apply by submitting an individually tailored application form and a CV to us.

3

Shortlisting and selection

Applications are collated and we work with you to shortlist candidates against the selection criteria. We prepare a summary of the candidates, outlining what each offers in terms of competencies, skills and experience.

4

Interviews

We organise interviews with shortlisted candidates and work with you to put together a briefing pack.

5

Candidate management

Each candidate is contacted to acknowledge their application and kept up-to-date with the selection timetable. We notify them of the outcome of their application in writing and offer feedback.

Interested in finding out more?

If you are interested in recruiting a non-executive please call the WIG NED recruitment team on **020 7222 1166** or email nonexecutive@wig.co.uk



The Whitehall & Industry Group (WIG)

WIG organises an unrivalled range of programmes designed to help bring business, government and the voluntary sector closer together. It is independent, neutral and not-for-profit. Established over 25 years ago, WIG has built up a high calibre membership finely balanced between the public and private sectors. This includes top FTSE and multinational companies, central government departments, agencies, regulators and local authorities.

The Whitehall & Industry Group is a company limited by guarantee and a registered charity, number 1061584. Registered address: 80 Petty France, London SW1H 9EX.