



# V'ERREDUS

SHAPING THE FUTURE

EXECUTIVE SEARCH | INTERIM MANAGEMENT | LEADERSHIP ADVISORY

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TRUSTED LEADERSHIP  
SOLUTIONS ACROSS  
GOVERNMENT, DEFENCE,  
EDUCATION AND TRANSPORT.

40+

YEARS' EXPERIENCE

90%

SUCCESSFUL PLACEMENT RATE

375+

SECTOR-LEADING CLIENTS

43%

REPEAT CLIENT RATE





# INTRODUCTION

At Veredus, we give organisations confidence in their most important decisions - the people they trust to lead, transform, and deliver results in highly complex and regulated environments.

With over 40 years of heritage and a reputation built on trust, we combine deep sector knowledge, expert capability, and a proven track record to deliver forward-thinking, agile leadership solutions.

Across Government, Defence, Education and Transport, our consultants bring decades of experience and insight. We work as a true partner - providing executive search, interim management, and leadership advisory that enables our clients to move with confidence and clarity.

"Veredus demonstrated a sophisticated understanding of the challenges facing central Government. Their ability to translate this into high-quality leadership recommendations has had a transformational impact on our executive team."

Chief Operating Officer,  
Leading Government Agency

A B O U T

# WHO WE ARE

Our story began over 40 years ago within PwC's specialist recruitment arm, created to meet the growing demand for leadership talent across the public sector. Since then, Veredus has evolved into a trusted UK-based consultancy with a global outlook - combining heritage and credibility with the pace and flexibility of an independent firm.

We've built our reputation on relationships, not transactions. Our consultants are recognised experts in their fields, bringing decades of experience, insight, and networks to every assignment.

Today, Veredus stands for trusted delivery, deep expertise, and measurable results - qualities that have made us a long-term partner to organisations shaping public services, national infrastructure, education, and defence capability.



W H A T   W E   D O

# A COMPLETE LEADERSHIP SOLUTION

We help organisations make the right people decisions to achieve performance, transformation, and long-term success. Our integrated solution spans three core products that work together to deliver confidence and impact at every stage of the leadership lifecycle:

## EXECUTIVE SEARCH

We identify and secure outstanding leaders for critical permanent appointments. Our rigorous research process, deep sector insight, and senior-led approach ensure precision, discretion, and alignment - resulting in leaders who create long-term value.

## INTERIM MANAGEMENT

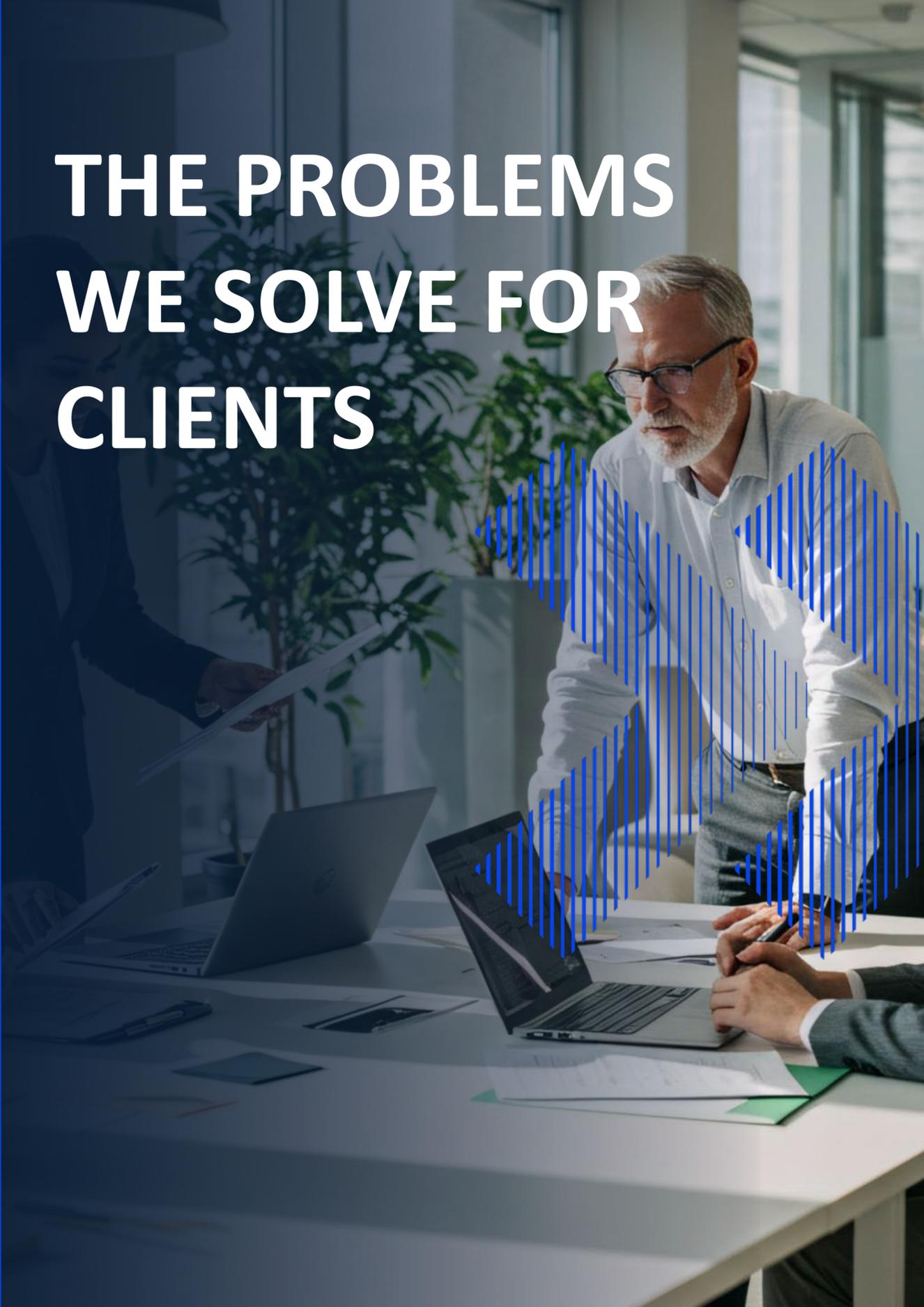
We connect clients with exceptional interim leaders who deliver momentum, stability, or transformation when it matters most. From crisis management to strategic change, our network of proven specialists provides the agility and expertise to solve complex challenges fast.

## LEADERSHIP ADVISORY

We provide data-driven insights that de-risk leadership decisions and accelerate performance. Our assessment and advisory solutions identify potential, strengthen leadership pipelines, and ensure teams are equipped to deliver now and in the future.



# THE PROBLEMS WE SOLVE FOR CLIENTS



We help organisations to:

- **De-risk critical leadership decisions** through behavioural insight, assessment and evidence
- **Resolve capability gaps** that stall transformation or undermine performance
- **Stabilise leadership during periods of uncertainty, complexity or crisis**
- **Accelerate change and transformation** with interim leaders who deliver impact from day one
- **Strengthen succession and long-term capability**, ensuring organisations are prepared for the future
- **Diagnose cultural or behavioural misalignment** at senior levels that impede strategy
- **Build high-performing executive teams** aligned to organisational ambition, governance and culture
- **Provide clarity in ambiguous or politically sensitive environments** across Government, Defence, Education and Transport sectors



# OUR SECTORS

S E C T O R S

# GOVERNMENT

Across Government and the public sector, effective leadership and robust governance are essential to sustaining public trust, achieving national outcomes, and delivering vital services. Our clients operate in environments defined by political accountability, fiscal challenge, policy change and delivery - demanding leaders, and boards, with diverse perspectives, strategic vision, and delivery focus.

As a trusted advisor to Government and public bodies for over 40 years, Veredus offers deep sector expertise and an understanding of the structures and governance driving public service. Through agile solutions, we identify leaders and board members who balance ministerial priorities with long-term strategy, navigate complexity and drive delivery in complex environments.

Our track record spans senior leadership, Chair, and board appointments that set direction, and oversee the delivery of public services across Government and the wider public sector.

## CLIENTS INCLUDE:

- Cabinet Office
- Crown Prosecution Service
- Department for Energy Security & Net Zero
- Department for Transport
- HM Treasury
- Ministry of Justice
- Arm's-Length Bodies and National Regulators



**CLIENTS INCLUDE:**

- Ministry of Defence
- Babcock International
- Defence Equipment & Support (DE&S)
- Submarine Delivery Agency (SDA)
- Lockheed Martin
- Defence Nuclear Organisation
- Atomic Weapons Establishment
- AWE Nuclear Security Technologies
- Royal Air Force

S E C T O R S

# DEFENCE

In Defence, leadership capability is a strategic asset. Organisations must balance capability development, acquisition reform, digital modernisation, security assurance, and operational readiness - often within nuclear, submarine, cyber or intelligence environments that require exceptional judgement and discretion.

Veredus is trusted across the MOD and its partners for our deep understanding of defence governance, safety regulation, procurement frameworks and complex programme delivery. We secure leaders with the technical credibility, behavioural resilience, and programme discipline required to operate in high-stakes, mission-critical environments.

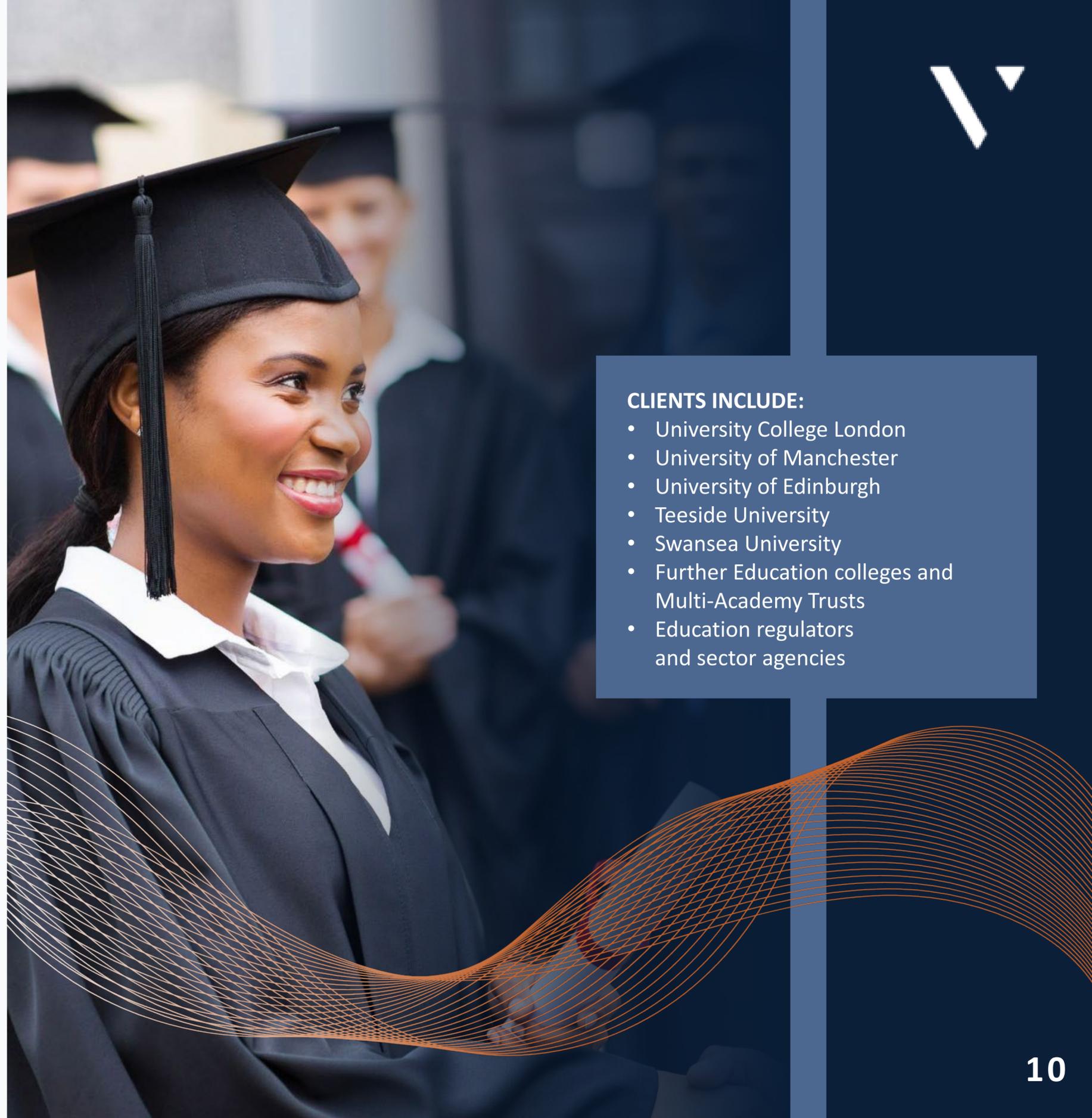
Our experience spans permanent, interim and advisory appointments that shape national security, strengthen organisational capability, and support multi-billion-pound programmes central to UK defence strategy.

# EDUCATION

Education organisations, particularly universities, operate within some of the most complex leadership environments in the UK. They must balance financial sustainability, governance, regulation, digital transformation and global competition for talent, while delivering excellence in teaching, research and student experience.

For 40 years, Veredus has partnered with purpose-led education organisations as a trusted adviser across the full talent lifecycle. Our integrated solutions in Executive Search, Interim Management, and Leadership Assessment & Development combine deep sector insight with global and cross-sector reach, delivered through an inclusive, research-led methodology.

We have delivered global searches for senior academic leaders, from Vice-Chancellors and Deans to Professorial Chairs, and cross-sector appointments for senior professional services leaders in finance, HR, digital, estates, commercial, and student recruitment. Across all projects, Veredus brings sector insight, global networks, rigorous assessment, and an unwavering commitment to diversity, transparency, and partnership, enabling organisations to appoint leaders who deliver long-term impact.



## CLIENTS INCLUDE:

- University College London
- University of Manchester
- University of Edinburgh
- Teeside University
- Swansea University
- Further Education colleges and Multi-Academy Trusts
- Education regulators and sector agencies



#### CLIENTS INCLUDE:

- Network Rail
- Southwestern Railway
- GTS
- Go Ahead
- Department for Transport
- Transport for London
- Major Rail & Bus Operators
- Tier 1 Capital Delivery Contractors
- Aviation & Maritime Authorities

## SECTORS

# TRANSPORT

Transport and infrastructure organisations operate in environments defined by regulatory complexity, safety-critical operations, demanding stakeholders and high public visibility. At the same time, the sector is undergoing profound transformation: decarbonisation, digital twins, predictive maintenance, AI-driven planning, capital programme reform and Net Zero commitments.

Veredus brings specialist insight across rail, highways, aviation, maritime and major capital programmes. We understand delivery models, commercial pressures, safety regulation, assurance frameworks, systems engineering and the leadership behaviours required to operate successfully within them.

Our expertise helps clients secure leaders who can deliver operational performance today while shaping long-term innovation, reform and sustainability - from large-scale programme directors to digital, customer and asset management specialists.



# WHAT SETS US APART

## INTEGRATED LEADERSHIP CAPABILITY

We are one of the few UK consultancies offering executive search, interim management, and occupational-psychology-led leadership assessment under one roof. This enables us to deliver a complete, evidence-based solution across the entire leadership lifecycle.

## PSYCHOLOGY-LED INSIGHT

Our in-house team of BPS and HCPC-registered chartered occupational psychologists brings scientific rigour to every assignment. We apply validated psychometrics, behavioural analytics, and bespoke assessment frameworks to de-risk appointments, support succession planning, and benchmark leadership capability.

## DEEP MARKET AND TECHNICAL EXPERTISE

Every assignment is delivered by senior consultants with decades of experience in their sector. We understand regulatory frameworks, governance environments, operational models, and sector-specific leadership challenges - enabling sharper judgment and more precise candidate evaluation.

## RESEARCH EXCELLENCE

Our dedicated research function uses advanced search methodologies, talent mapping, competitor analysis, and labour-market insight to build robust, diverse longlists and provide clients with real intelligence, not just CVs.

## PROVEN PERFORMANCE

A 90% completion rate, 100% success in CEO appointments, 43% repeat client rate, and long-standing partnerships across Government, Education, Defence and Transport demonstrate our reliability and impact.

## HERITAGE WITH AGILITY

We combine the credibility of a 40-year legacy with the responsiveness, personalisation, and innovation of an independent firm - ensuring clients receive rigour without bureaucracy.



O U R   A P P R O A C H

## HOW WE WORK

A consultative, insight-led model that solves real leadership challenges

Our approach goes far beyond filling roles. We partner with clients to solve complex leadership problems - capability gaps, succession risk, stalled transformation, cultural misalignment, organisational redesign, and leadership uncertainty during periods of change.

We bring together search, interim expertise and occupational-psychology-led assessments to deliver integrated leadership solutions that create clarity, reduce risk and build long-term resilience.

Our approach combines analytical precision with a human touch. Every assignment is led by senior consultants who work directly with clients from brief to delivery. We invest time to understand each organisation's culture, challenges, and ambitions, then design solutions that create measurable value.

# OUR PROCESS



## DIAGNOSE

We are one of the few UK consultancies offering executive search, interim management, and occupational-psychology-led leadership assessment under one roof. This enables us to deliver a complete, evidence-based solution across the entire leadership lifecycle.



## ADVISE

Using market intelligence, behavioural science and sector insight, we shape the leadership solution - whether that is a permanent search, an interim requirement, or assessment and advisory support. Our recommendations are evidence-based, context-specific and commercially aligned.



## DELIVER

Our senior team leads every assignment with pace, precision and transparency. We apply rigorous search methodology, talent intelligence and psychology-led assessment to ensure accuracy, fairness and exceptional candidate and client experience.



## EMBED

We support clients and candidates post-appointment through onboarding insight, team diagnostics and leadership evaluation - ensuring the solution delivers impact long after the hire or intervention is complete.

**THE OUTCOME REDUCED RISK, STRONGER LEADERSHIP, ACCELERATED PERFORMANCE,  
AND ORGANISATIONS EQUIPPED FOR FUTURE CHALLENGES**

# TRUSTED BY LEADING ORGANISATIONS

We're proud to partner with organisations whose leadership shapes public services, national security, education, and critical infrastructure across the UK and beyond.





# CONTACT

## SHAPING THE FUTURE.

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