

EXECUTIVE SEARCH | INTERIM MANAGEMENT | LEADERSHIP ADVISORY



Government
Commercial
Agency
Supplier

RM6394
Executive Search Framework
Lots 1, 2 & 3

veredus.co.uk

Trusted leadership solutions across Government, Defence, Transport and Education.

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.

40+

YEAR'S EXPERIENCE

97%

SUCCESSFUL
PLACEMENT RATE

380+

SECTOR-LEADING
CLIENTS

77%

REPEAT CLIENT
RATE

Across Government, Defence, Transport and Education, 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.



Trusted by:

HS2



Foreign &
Commonwealth
Office



Ministry
of Justice



Ministry
of Defence

"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,
Government Agency



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, cross-sector outlook - combining heritage and credibility with the pace and flexibility of an independent firm. We've built our reputation on relationships, not transactions.

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.

WHAT WE DO

EXECUTIVE SEARCH

We identify and secure outstanding leaders for critical board and leadership appointments. Our rigorous search and selection methodologies, deep sector insight, and senior led approach ensure precision, discretion, and alignment – resulting in appointments that add 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.

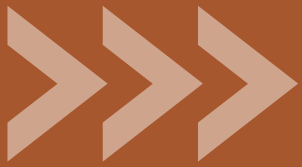
LEADERSHIP ADVISORY

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 boards and leadership teams are equipped to deliver now and in the future.

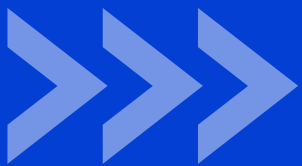
SECTOR EXPERTISE

Government

Our expertise spans government departments, executive agencies and the wider public sector, supporting the appointment of leaders who can deliver in complex, politically accountable environments. We understand the governance, scrutiny and stakeholder landscape that shapes public service, helping organisations secure executives, Chairs and board members with the strategic leadership, delivery focus and resilience needed to drive lasting outcomes.

Defence

Our defence practice supports organisations operating in high-security and mission-critical environments, appointing leaders with the expertise to deliver against complex operational and strategic priorities. We understand the governance, regulatory and operational demands of the sector, helping clients secure executives, interim leaders and specialists with the technical credibility, strategic judgement and delivery expertise needed to strengthen capability and lead transformation.

Education

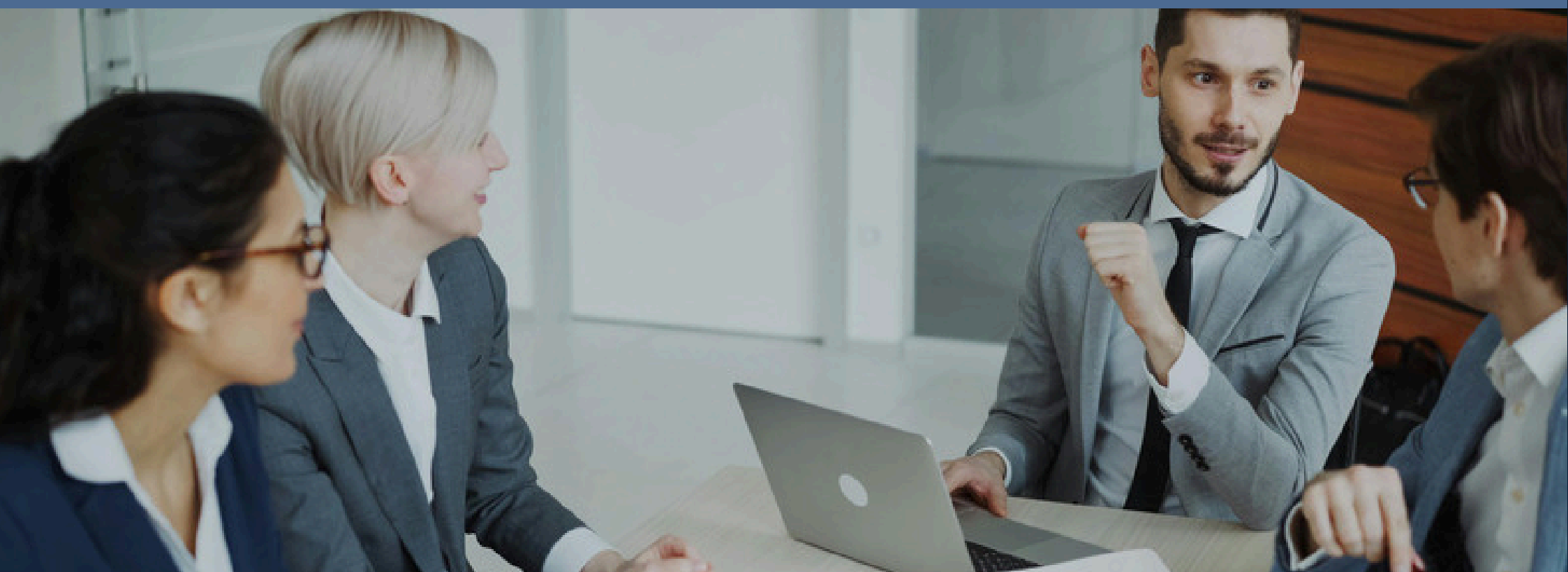
We partner with universities and higher education institutions to appoint leaders who can navigate increasingly complex operating environments. We understand the financial, regulatory and governance challenges facing the sector, helping clients secure academic and professional services leaders with the strategic vision, commercial acumen and leadership capability needed to strengthen institutions, drive transformation and deliver outstanding outcomes for students, research and society.

Transport

Our experience across transport and infrastructure spans rail, bus networks, highways, aviation, maritime and major capital programmes. We understand the operational, commercial and governance challenges facing the sector, helping organisations appoint executives and specialists with the strategic leadership, technical expertise and delivery capability needed to improve performance and lead long-term transformation.

PROBLEMS WE SOLVE

- Build high-performing leadership teams and boards that reflect the rich communities they serve, with appointments aligned to organisational mandate, ambition and culture
- De-risk critical board and leadership decisions through behavioural insight, rigorous assessment and due diligence
- Support internal hiring teams with bespoke modular solutions, providing targeted expertise and additional capacity exactly where it adds the greatest value
- Respond proactively to specific hiring challenges, including Equality, Diversity and Inclusion, Employer Value Proposition, and Places for Growth
- Strengthen succession and long-term capability, ensuring organisations are prepared for the future
- Accelerate change and transformation with interim leaders who deliver impact from day one



SPECIALISMS



40 years' experience across senior professional services including operations, registrar, finance, HR, digital, estate & student services



Proven track record across Grade 6 & SCS pay bands, as well as senior academic appointments.



A proactive, evidence-led approach to Equality, Diversity & Inclusion, combining inclusive search methodologies with robust candidate advocacy.



Extensive experience appointing Chairs, Non-Executive Directors & Advisors across a breadth of professional disciplines.



Flexible delivery models combining executive search expertise with modular solutions tailored to each client's needs.

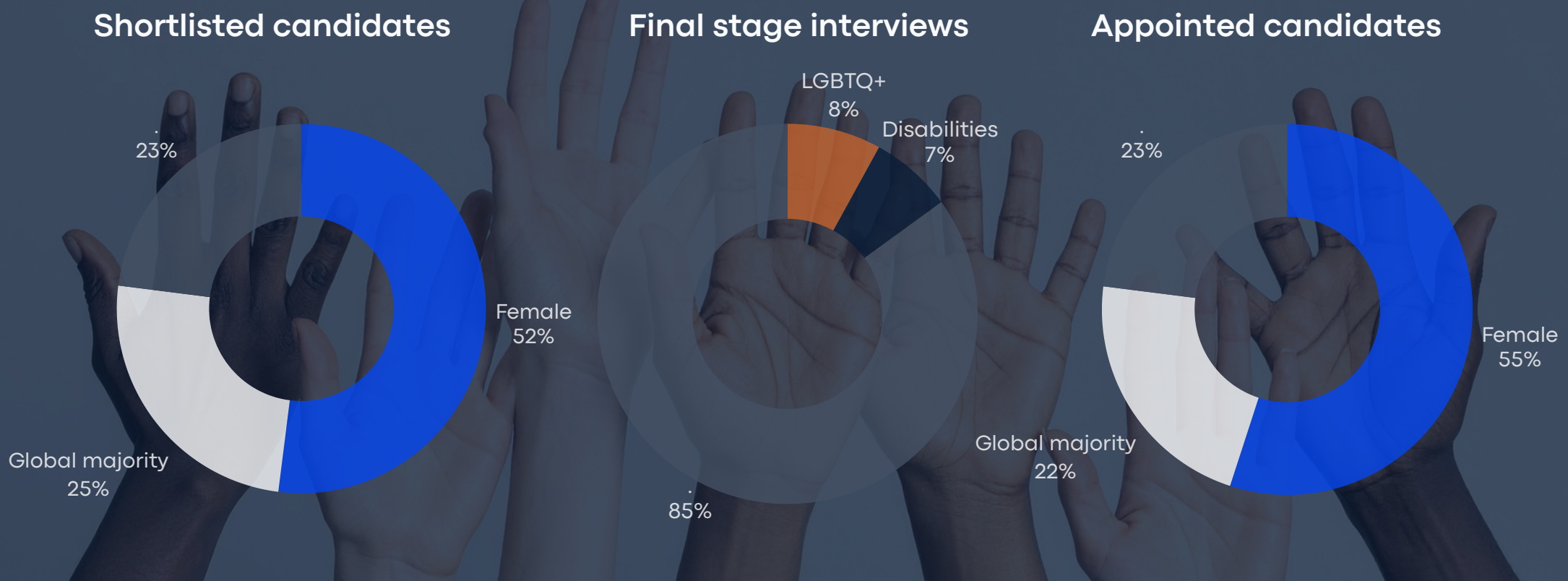


International reach & cross-sector networks, connecting clients with exceptional talent & diverse leadership perspectives.

APPROACH



EQUALITY, DIVERSITY AND INCLUSION (EDI)



We proactively champion EDI in everything we do, from our forensic, data-driven market mapping, and relentless focus of our outreach, through to the rigorous advice we provide to decision makers, and the bias-free selection approaches we deploy to allow talent to present themselves with confidence. We challenge established ways of recruiting and provide evidenced-based advice to maximise diversity outcomes at every stage.

We are proud to be signatories to the Civil Service's Disability Confident Scheme as well as the UK Government and Business in the Community's Race at Work Charter and the Armed Forces Covenant.

TEAM



Gavin Best
Managing Director



Laura Spurgin
Director of Government
Services



Steven Bell
Head of Growth



Nataliya Starik-Bludova
Director of Education



Stephen Hoban
Director of Public Sector
Interim



Gareth Wood
Director of Defence &
Nucelar



Peter Keegan
Director of Transport
Interim



Simon Pickerell
Associate Director of Civil
Society & Government



Manne Guron
Chartered Occupational
Psychologist

Our leadership team is supported by an experienced team of researchers, delivery specialists and support professionals whose expertise is integral to every assignment. Combining rigorous market research, talent mapping, candidate engagement and project delivery, they ensure every search is delivered with the quality, insight and attention to detail our clients expect.

OUR COMMITMENT

Clients

Across all our service offerings, we advise, and work in true partnership with our clients. As long-term partners to Government, public bodies, and higher education institutions, we provide clear account management, agreed escalation points, performance metrics, and a commitment to continuous improvement. For individual executive search and selection assignments we work to a robust Governance Framework, that ensures full compliance with Civil Service Recruitment Principles, and we work with full transparency at all times.



Candidates

Candidates are at the heart of everything we do, and we believe they should be treated with the utmost respect and care; this is vital for our reputation and that of our clients. We take the time to brief candidates thoroughly on the role and process, advocate on their behalf, and provide timely, personal feedback at all decision-making points. We are currently rolling out our new candidate satisfaction survey, and performance metrics are collected to drive continuous improvement.

TRUSTED BY



CASE STUDIES

PORT OF LONDON AUTHORITY Non-Executive Director

THE BRIEF

The Department for Transport appointed Veredus to deliver an OCPA-compliant search for a Non-Executive Director to the Port of London Authority. The brief required a board-level leader with current or recent experience in engineering, major infrastructure or commercial development, capable of contributing to strategic discussions around the Lower Thames Crossing and the wider commercial growth of the River Thames.

Alongside identifying the right technical expertise, the Selection Panel placed a strong emphasis on broadening the diversity of the Board and attracting candidates from outside the Authority's traditional talent pools.

OUR SOLUTION

Veredus delivered a forensic market mapping exercise to identify senior leaders from executive teams and boards across the UK infrastructure, engineering, construction and commercial sectors. Working in close partnership with the Department for Transport and the Port of London Authority, we delivered a fully OCPA-compliant search process, combining targeted executive search with a carefully managed advertising campaign to maximise market reach.

Throughout the campaign we advised the Selection Panel on market insight, diversity, candidate attraction and assessment, ensuring a robust, transparent process and an exceptional candidate experience.

RESULTS



Our four-week search generated **63 applications**, resulting in a diverse longlist and **six** high-calibre shortlisted candidates.

Two Non-Executive Directors appointed, reflecting the exceptional quality and strength of the final candidate field.

"I have been thoroughly impressed with Veredus, whose commitment to client service is second to none. Their attention to detail and prompt follow-up makes every interaction seamless, and ensure the highest level of professionalism."

CASE STUDIES

UNIVERSITY COLLEGE LONDON (UCL)

Executive Dean, Faculty of Mathematical & Physical Sciences

THE BRIEF

UCL appointed Veredus to lead the search for an Executive Dean of its Faculty of Mathematical & Physical Sciences (MAPS), one of the University's largest and most research-intensive faculties. The appointment required an internationally recognised academic with an outstanding research profile, significant executive leadership experience and the ability to lead a large, complex and highly devolved faculty.

The search demanded genuine global reach, extensive stakeholder engagement and a robust assessment process capable of securing consensus across a diverse Selection Panel.

OUR SOLUTION

Veredus designed and delivered a global executive search strategy, informed by extensive stakeholder consultation and underpinned by market intelligence and Equality, Diversity and Inclusion best practice. We engaged more than 250 prospective candidates worldwide, managing every stage of the search and assessment process, from longlisting and candidate evaluation through to psychometric assessment, final interviews and appointment. Throughout the campaign, we provided strategic advice, market insight and independent assessment to support an evidence-based selection process.

RESULTS

250+ senior academics engaged globally, delivering a diverse, high-calibre candidate field.

Successfully appointed an internationally recognised theoretical physicist and **Pro-Vice Chancellor**, bringing extensive faculty leadership, research excellence and strategic transformation experience.

“Working with Veredus has been an outstanding experience from start to finish. Their team demonstrated a deep understanding of the higher education landscape, presenting us with a diverse and highly calibrated shortlist of candidates who genuinely matched the complexity and seniority of the role.”

VEREDUS

SHAPING THE FUTURE



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