



Phil Cousins, HR Director, Beachcroft LLP

We need an executive search firm that truly understands both the legal market as a whole and our specific values as a national commercial law firm. Boutique or big brand name makes no difference as far as we're concerned - it's who can come up with exactly what we're after and not a second best alternative

PROFESSIONAL SERVICES TOP 12

	2005	2006	Firm	Market share (%)
Market Share of net fee income 2005/06	NEW	1	GRAHAM GILL	11.9
	1	2	ODGERS RAY & BERNDTSON	8.1
	4	3	WHITEHEAD MANN	5.4
	NEW	4	HARVEY NASH EXECUTIVE SEARCH	4.6
	6	5	FOX RODNEY SEARCH	4.3
	10	6	JDP LTD*	4.2
	3	7	HEIDRICK & STRUGGLES INTERNATIONAL	4.0
	13	8	MELTON LEGAL SEARCH	3.9
	NEW	9	BRAYBROOKE & BARROW*	3.3
	9	10	BELGRAVE CONSULTING LTD*	3.1
	8	11	DRAX	3.0
	7	12	SPENCER STUART	2.6

* Estimate
 New: Firms previously appearing outside top 20
 Copyright: Executive Grapevine International Limited 2006
 Source: Net Fee Income from Recruitment Activities based on 165 firms predominantly working on assignments > £100K April 2005 to March 2006

Professional Services

The Professional Services sector represents 7% of the total market; no change from the last survey but as a sector its growth is in line with the market overall. It continues to be active, UK law firms have had particularly good year, and as a result are more willing to invest at Partner level. Professional Services firms are often cited to be the most cautious buyers of consultancy services, because more than anyone they appreciate that the value of service is often down to the individual relationship between client and consultant. They tend to remain loyal to individuals rather than be seduced by international brands.

Given the small size of the market, it's one that the international firms haven't invested in heavily and the boutiques handle more

searches in this sector. Only Odgers Ray & Berndtson, Whitehead Mann and Harvey Nash from the All Firms top 10 appear in the top 10 here, while Egon Zehnder, Russell Reynolds and Spencer Stuart support minimal capabilities in this sector. The remaining firms are all boutiques, demonstrating that it is the smaller specialists who control the market. Adrian Fox, Director at Fox Rodney believes that the boutiques are better placed to advise. Moreover, the time lag between the date a headhunter is instructed and the date a candidate joins can be quite drawn out, more so than in other sectors like banking, making it a less attractive financial proposition for larger firms more driven by revenue targets.

Most consultants working in this sector are ex-professionals in the field they recruit for,

and so have the in-depth knowledge which is essential in such a technical sector. The top 10 firms own over half of the market compared to 42% in the All Firms table. Graham Gill takes the top position with 11.9% of the total market, the first time the company has featured in this table. William Nell, Director at Graham Gill, comments: "There have been quite a high number of people moving this year more than over the last five years. Things are starting to settle down a bit now, and people are considering their moves far more carefully, and therefore it's become a bit more relationship-driven. I think some of the newer players like ourselves have a very strong relationship with a select group of clients at the highest levels, and they respect the fact that it's not about making a quick fee, it's about the long term."