

COVENDEN LIMITED

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# Our Business

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Covenden Limited is a specialised search firm with a strong focus on the Investment Banking and Private Equity sectors within Europe and the emerging markets.

We offer a personalised service to our clients and candidates, using in-depth market knowledge and an understanding of their business requirements. We treat each client as a priority and never take on two conflicting assignments. Our extensive relationships and research-driven approach allow us to move quickly to accurately identify the right candidates.

We work closely with our clients and candidates as we believe it is essential to develop existing relationships through insight, integrity, trust, confidentiality and, most importantly, delivery. In our business, communication and transparency are paramount, so we ensure our clients are always kept up-to-date on market information as well as their recruitment processes.

We are selective in the clients we work for in order to keep our candidate pool as broad as possible. In addition, we are able to source international candidates who are UK trained.

# Our Expertise

Research

Solution

Delivery

## International Footprint

### Africa

Established relationships with international and local institutions

### Europe

Well developed and extensive networks with banks, brokerage firms and advisory boutiques resulting in a current and relevant candidate database

### Hong Kong & Mainland China

Thorough understanding of the market requirements and an ability to source high-calibre candidates from global platforms

### Russia/CIS

Long-standing relationships with senior bankers, as well as up-to-date market intelligence and in-depth market mapping

## Sector Expertise

### Consumer/Retail

Apparel  
Beverage  
Food  
HPC  
Luxury goods

### TMT

Telecoms  
Media  
Technology

### Healthcare

Biotech  
Healthcare services  
Med tech  
Pharma

### Industrials

Automotive  
Building materials  
Capital goods  
Transportation

### Natural Resources

Chemicals  
Metals & Mining  
Oil & Gas  
Energy & Utilities

Corporate Broking, Coverage, M&A

# Our Approach

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## Research & Execution

- Thorough due diligence on both clients and candidates
- Our dedication and focus throughout ensure that the right people are hired faster
- Constant communication with clients leads to a more efficient and successful conclusion

## Market Knowledge

- A comprehensive understanding of the products and sectors throughout the industries in which we operate
- A thorough understanding of our domestic and international markets

## Relationships

- Long-term relationships with clients and candidates with emphasis on confidentiality and discretion
- Continually building on existing relationships through advice, delivery, integrity, market data, trust and understanding of our clients' requirements
- Extensive business contacts that give us unrivalled access to a broad candidate pool

## Advice

- We take time to listen to our clients and their individual needs. The advice we give is based on a complete and thorough understanding of their requirements
- We aim to give objective advice to clients and candidates, even if that advice is contrary to our financial gain

# Why Covenden?

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**COVENDEN  
LIMITED**

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graph LR; A[COVENDEN LIMITED] --> B[INDEPENDENT]; A --> C[SERVICE DELIVERY]; A --> D[PERSONALISED]; A --> E[CLIENT MANAGEMENT]; A --> F[EXPERIENCE]; A --> G[DIVERSE];
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**INDEPENDENT** We are completely independent and not restricted by divisions with competing client or account interests. A search is only ever undertaken if there is no conflict of interest.

**SERVICE DELIVERY** We aim to identify the most appropriate solutions and deliver an initial shortlist within two weeks of commencing a search.

**PERSONALISED** We are a specialised firm that prides itself on our attention to detail and ability to interpret our clients' individual needs.

**CLIENT MANAGEMENT** Managing our clients' expectations is at the core of our business. We will not take on a new mandate if we do not realistically believe it can be brought to a successful conclusion.

**EXPERIENCE** We have outstanding market knowledge and a wealth of experience in the field of executive search. This has been the result of 16 years working within the financial markets.

**DIVERSE** Our knowledge and understanding of our markets allows us not only to deliver on recruitment needs but also advise clients and candidates on up-to-date financial market data and trends.

# A Selection of Client Placements

	Client	Area	Location
Investment Banks	Head of Investment Banking	Generalist	London
	Head of Russia (on-going)	Russia / CIS	Moscow
	Managing Director (on-going)	Russia	London
	Managing Director	German Coverage	Frankfurt
	Managing Director	Natural Resources	London
	Director	Natural Resources	Hong Kong
	Vice President	Chemicals	London
	Vice President	German Coverage	Munich
Advisory firm	Vice President	Chemicals	London
Private Equity	Vice President	Technology	London
	Associate	German Coverage	Munich
	Associate	Industrials	London

# Testimonials

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*“Working with Covenden has been an extremely positive experience. Julian has presented us with high calibre candidates, and successfully placed a number of them in a time efficient manner. He has demonstrated his market knowledge of the Tech space, his ability to fully understand our requirements and adapt to change when needed. He has kept us informed every step of the way and continues to work closely with us.”*

Tatiana Evtushenkova, CEO/Managing Director at Redline Capital (UK) Ltd.

*“Julian is a well-connected and driven individual who has been extremely helpful to many people I know in finding them roles. He really understands the sectors he works in and fills roles quickly with the right people”*

Gareth Healy, Investment Director at Inflexion Private Equity

*“Julian is a highly effective executive search professional specializing in investment banking. He distinguishes himself thanks to his in-depth knowledge of the industry and understanding of client needs. He is a great lateral thinker and goes the extra mile to come up with ideas and potential solutions. I have worked with Julian in different capacities and found him to always be well prepared, responsive and professional. He is pleasant to deal with, sets a high standard of conduct and delivers on his commitments. I recommend any institution seeking to hire senior professionals to work with Julian”*

Alexander Waechter, Corporate & Investment Banker

*“Highly focused recruitment professional with in-depth knowledge of the market. Unquestionable ability to deliver.”*

Martim Avillez Caldeira, Investor at JGR Capital

*“Julian is a great chap, always positive, with a mission to provide value to his client. He is prepared to go the extra mile even in difficult circumstances to exceed expectations.”*

Peter Samengo-Turner, Chartered Accountant and Finance Director with extensive experience of industries and cultures

# Contact Us

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**Covenden Limited** was founded in 2012 by Julian Skipwith.

Julian started his career in search and recruitment in 2000. Since then, he has successfully executed a number of high profile opportunities, as well as assisting clients to build their teams from Senior Associate to CEO Level.

He continues to develop and grow an extensive global network of candidates and clients within the Investment Banking and Private Equity markets spanning Europe, Asia Pacific, Africa, Russia & CIS.

Prior to moving into the search and recruitment industry, Julian worked at Merrill Lynch within Private Banking, and for a Middle Eastern Investment firm.

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