



Founded in 1996 and staffed by all former Compliance officers with offices in the very heart of the City of London, on Wall Street and in Dubai, Hong Kong and Sydney, we not only have a better technical understanding than any of our competitors, our senior level contacts go back to 1988 so we can move faster for our clients, whilst candidates know we genuinely put their career interests first (having all been Compliance candidates ourselves).

WHY USE US – CLIENTS

As former Compliance Officers we have a distinct advantage over our competitors;

- We understand the demands and needs of the role and hence what makes a successful Compliance Officer in character & personality as well as technical skills and likely background & experience
- As well as our database our direct compliance contacts go back to 1988 so can move much quicker than our competitors (and are frequently appointed to fill senior roles instead of generalist headhunters, as we already know most of the sector without the need for further research)
- Having seen the job market develop over the past 20 years can advise on long term trends as well as immediate salary levels for specific areas or criteria required and if requested can advise on department structures & responsibilities, as well as write individual job specifications

Contact Us: For a no-obligation initial enquiry please feel free to contact our MD, David Symes on 020-7330-6966 or david@compliancerecruitment.com

WHY USE US – CANDIDATES

Advice: We understand the job market and have seen the supply and demand trends since 1988 when Compliance first properly came in; understand the detail & differences between different types of

roles, and how easy or not it is to move between types of role, specialism or sector; and can directly relate to and understand the pressures & difficulties of the job. We do care about your career and will only recommend a potential move for you if we feel it is right in level, role, sector and timing; we offer real career advice, discuss your possible options and are honest in telling you if you're aiming too high or low or potentially blocking off career options etc; as real professionals in Compliance Recruitment for the long term we want you to come back to us as satisfied candidates and eventually clients.

Interviews & CV's: We do help write your CV to represent you better in presentation and style as well as content but don't mailshot your CV (disguised or otherwise) unlike some of our competitors – as former compliance officers we understand how close knit an industry we work in ! We then prepare you in detail as to the Firm, Role and Personalities (frequently the interviewer is an ex candidate or even ex colleague and we know them well) – and ensure we give you constructive and timely feedback.

Contact Us: Please apply direct to the relevant consultant for a particular position or if a general enquiry send your details to recruit@compliancerecruitment.com or call 020-7330-6960

OUR UK CONSULTANTS

David Symes (Managing Director) – David qualified as a Chartered Accountant then moved to Banque Indosuez (now Calyon) in Audit. In 1988 as the original Financial Services Act 1986 came into force he joined the Guardian Royal Exchange (a FTSE 100 Insurance Group, now part of AXA) to help set up their first Compliance Department as Deputy Head of Group Compliance, directly in charge of Fund Management and later all Regulated Insurance activities. In 1994 he moved into recruitment, setting up CRS in 1996 and also working as a Compliance Consultant as well as assisting various UK bodies on Compliance or HR issues e.g.

- chairs the London Society of Chartered Accountants Compliance Group which he co-founded in 1988
- structured the main specialist Compliance salary survey (responsibilities & sectors)
- has advised the UK's leading technical publishers on the history & current operation of Compliance & Regulation as well as leading specialist conference organisers
- writes technical articles & has spoken at conferences on similar

Gary Collins (Director) – Gary worked in the military before joining Ernst & Young where he ran a team looking after Audit & Compliance for Regulated Funds for three years. He was then headhunted to join Deutsche Bank in their Asset Management division (then known as Deutsche Morgan Grenfell)

where he worked in both Compliance & Risk covering the UK and Offshore for a further four years, until moving into Recruitment in 2000 and joining CRS in 2001.

Darren Ruskin (Principal Consultant) – Darren started his career in Market Regulation at the London Stock Exchange where after nearly three years he left to take on in-house compliance roles. He first spent 18 months at Daiwa SMBC in an equities front office compliance role before moving to Sudden in a similar function for two years, also now looking after commodities trading. He then worked at ADM for a further two years in Compliance covering all products including derivatives, until joining CRS in 2005.

Chris Clarke (Consultant) – Chris worked in the hospitality sector before joining Standard Bank (a Global Corporate & Investment Bank) where he spent 2.5 years supporting both their UK & International offices in a variety of Compliance & AML/KYC roles before joining CRS in 2007.

Paul Stanczyk (Consultant) – After graduating, Paul spent over 10 years in the Market Research and Consulting sectors in a variety of roles until moving to the Compliance field. He then spent two years advising on Compliance Information products then moved to a City Recruitment firm for a year as a Compliance Recruiter before joining CRS in 2007. Paul also holds the International Compliance Association (awarded via Manchester University Business School) Diploma in Compliance.

Patricia D’Arcy (Office Manager + Resourcer) – Patricia started work training as a Customer Services Manager with a leading retailer before working as an administrator in a legal team and finally spent 18 months as a Recruitment Consultant for Administrative staff before joining CRS in 2007.

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Also represented in Chicago, Dubai, Hong Kong, Manchester, Qatar, San Francisco and Sydney

(See www.compliancerecruitment.com for full contact details)