

The background of the slide features a cityscape at sunset or sunrise, with a network of blue lines and circular icons containing person silhouettes overlaid. A diagonal white line runs from the bottom left towards the top right, and a thick orange diagonal stripe runs from the bottom right towards the top left.

|taylor root
SPECIALIST SEARCH & RECRUITMENT

**Connecting legal &
compliance
professionals**
with businesses
and law firms
worldwide

Company Overview

Established in 1989, Taylor Root is one of the world's most recognised brands for legal, compliance and corporate governance search and recruitment. Operating from eleven offices around the world and with over 100 specialised consultants, many of whom are legally qualified in their local jurisdictions, we consider ourselves a market leader within our industry.

With a history of success spanning almost three decades, we have developed an exceptional network of contacts throughout both the private practice and in-house markets. Our clients include most of the world's leading law firms as well as a large proportion of the FTSE 250 and Fortune 500 companies. Additionally, we have supported numerous organisations across the globe who have sought to develop a legal function within the jurisdiction where they operate. Whilst Taylor Root recruits at all levels, we have teams who are dedicated to specific markets, ensuring detailed and relevant market intelligence, along with individuals who recruit for specified levels, for example General Counsel, ensuring a thorough and appropriate approach.

Continental Europe

Amsterdam
Düsseldorf
Frankfurt
Milan

USA

New York

UK

London

Middle East

Dubai

Asia

Singapore
Hong Kong

Australia

Sydney
Melbourne





Our Vision

Our vision is to be the market leader in legal, compliance and corporate governance recruitment across the globe. We continually aim to provide an exceptional specialist service to our candidates and clients by utilising our international network.

Our reputation is built on integrity and professionalism. We are a people business and understand that ultimately it is our people who determine our success. Therefore, we only hire individuals who match the values that our reputation has been built upon. Many of our consultants are qualified lawyers and so understand the needs of our candidates and clients.

Since launching in London, we have grown our presence around the world with offices in Amsterdam, Düsseldorf, Frankfurt, Milan, Dubai, Singapore, Hong Kong, Melbourne, Sydney and New York. Our international teams work together on a regular basis enabling us to provide both our candidates and clients with not only a specialised local service but one that can leverage off a global network, providing a consistently high level of service. We aim to build on this success by expanding our global presence into new locations matching the global expansion of many of our clients.

In-house Commerce & Industry

Taylor Root's extensive Commerce & Industry team have significant expertise in recruiting lawyers into some of the world's most recognisable brands. Our international network of offices allows us to provide a truly global solution to both our clients' recruitment needs and our candidates' career ambitions.

Our clients range from publically listed global companies to privately owned domestic businesses. We work across the full range of commercial sectors including: Real Estate, Construction, FMCG, Transport, Pharmaceutical, IT, Media, Energy and NFP. Our Commerce & Industry team is split by geography and industry sectors, ensuring an in-depth understanding of our clients' businesses and challenges.

We recruit qualified lawyers at all levels, from Newly Qualified to Head of Department/General Counsel. We also recruit Paralegals, Legal Executives, Trade Mark Attorneys and Contract Managers.



A selection of companies we have successfully worked with.

Europe

FedEx
Hewlett Packard
Hyatt International
McKinsey
Philips

Middle East

Alshaya
Arcadis
Borouge
Kimberly Clarke
SABIC

Australia

Ebay & PayPal
Nova Entertainment
McDonalds
Sony Music
Qantas

UK

Amazon
Starbucks
Paramount Pictures
Capgemini
EasyJet

Asia

Accenture
Aon
BHP Billiton
BP
Cargill

In-house Financial Services

Our client base covers a vast array of companies across the globe. We have recruited for, and built meaningful relationships with, the major global investment and retail/commercial banks, insurance companies, asset management firms, private equity houses, brokerages, financial services providers and wealth management firms. We also recruit for companies from other financial services sectors, including challenger banks and companies within the Fintech space.

Our global team of specialist legal, financial services recruiters, many of whom worked as banking lawyers before joining Taylor Root, offer candidates and clients alike an unrivalled level of knowledge of this sector, based on years of experience.

We recruit qualified lawyers at all levels, from Newly Qualified to Head of Department and General Counsel. We also recruit Paralegals, Legal Executives and Transaction Managers.

Due to the growing demand for derivatives documentation specialists over the past few years from our banking and financial services clients, we have developed a specialism in this particular area and have a dedicated team whose focus is exclusively on this market. We recruit negotiators of ISDA® master, CSA, commodity, stock lending (GMSLA) and repo (GMRA) agreements across all levels up to and including Head of Documentation.

A selection of companies we have successfully worked with.



General Counsel

We have been working with General Counsel for almost 30 years. Some of the first lawyers we placed when our business was established are now General Counsel of the world's largest companies.

We have been involved in a significant number of General Counsel hires within the in-house market. Our senior management team collaborate across all offices and work with teams of experienced researchers ensuring that our shortlists for clients' searches are both global and represent the best talent available in the markets. We regularly conduct research on behalf of our General Counsel clients including detailed salary benchmarking exercises and market mapping to provide guidance on particular markets.

From our international offices in the US, Europe, the Middle East, Asia and Australia we work with General Counsel from a variety of industries, either helping them to source the best talent for their team or providing them with advice on their next career choice.

A selection of companies we have successfully worked with.

Europe

Ace Insurance
Adriatic LNG
Baker Hughes
Barclays

Middle East

Al Ghurair Group
Kimberly Clarke
Mastercard
Sedco

Australia

Adecco
Citigroup
Goldman Sachs
JP Morgan Chase
Westpac

UK

Hunter Boots
Next Fifteen plc
Christies
Kidzania

Asia

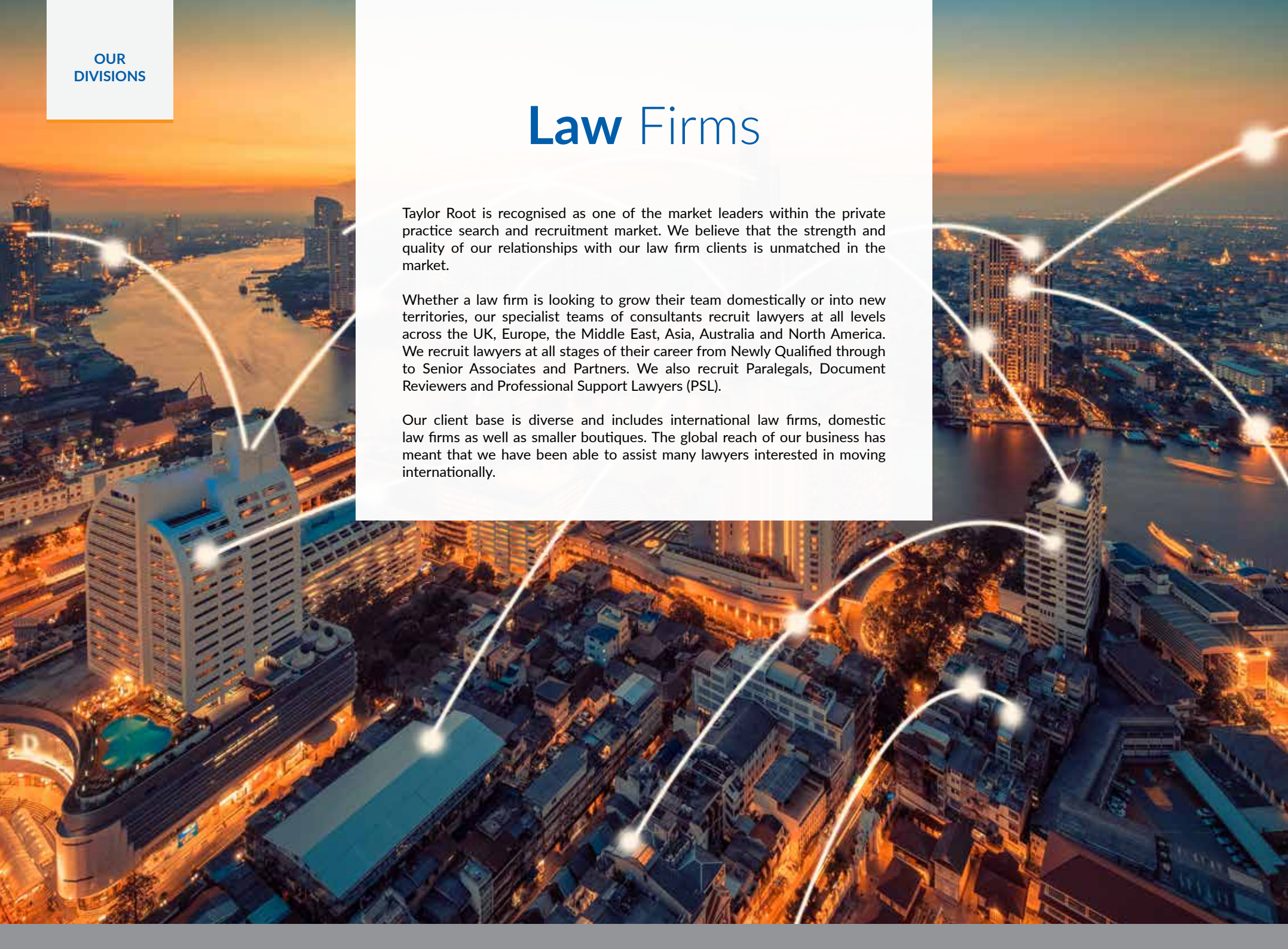
Bloomberg
Jardine
Herbalife
Kroll

Law Firms

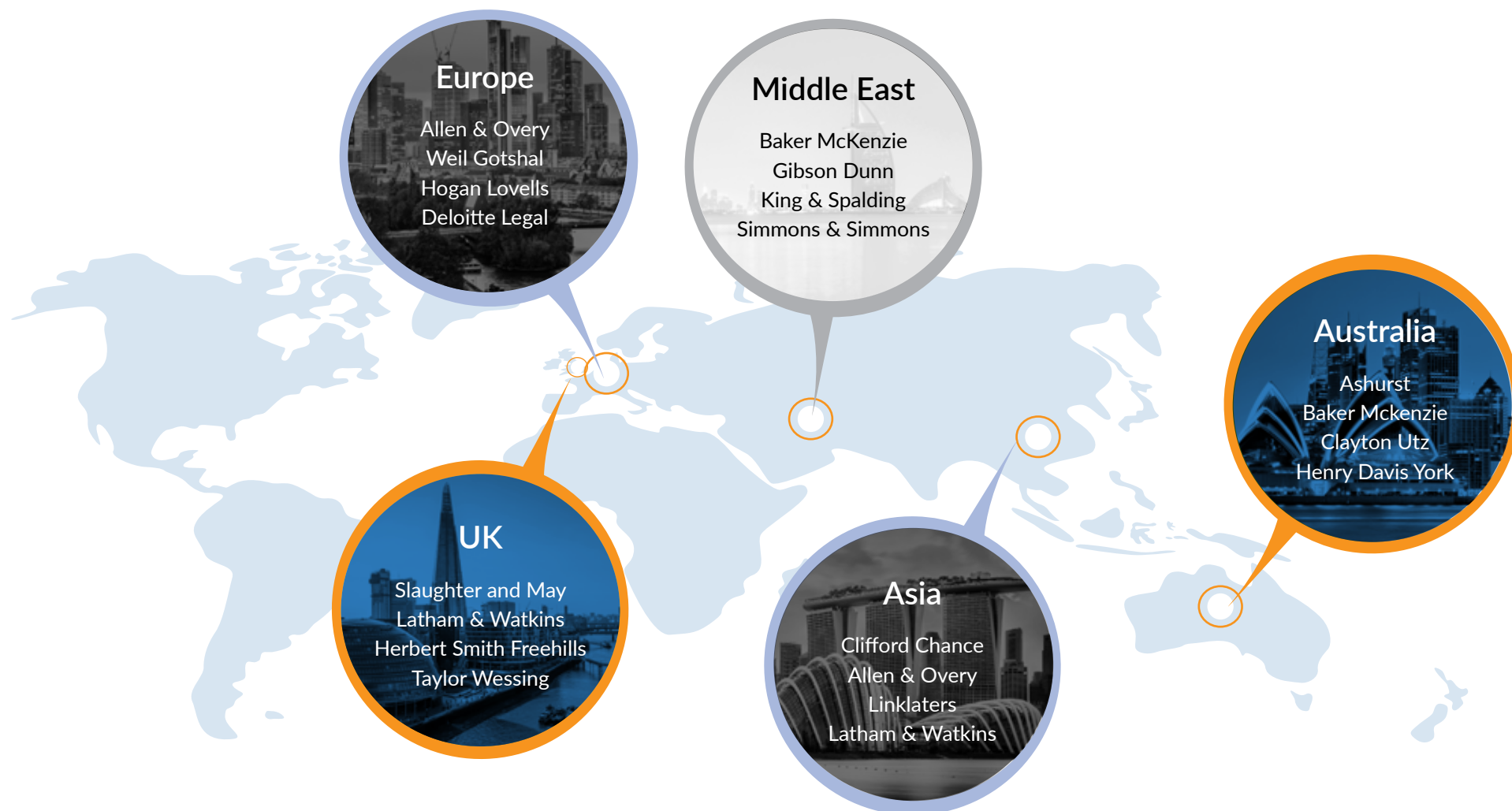
Taylor Root is recognised as one of the market leaders within the private practice search and recruitment market. We believe that the strength and quality of our relationships with our law firm clients is unmatched in the market.

Whether a law firm is looking to grow their team domestically or into new territories, our specialist teams of consultants recruit lawyers at all levels across the UK, Europe, the Middle East, Asia, Australia and North America. We recruit lawyers at all stages of their career from Newly Qualified through to Senior Associates and Partners. We also recruit Paralegals, Document Reviewers and Professional Support Lawyers (PSL).

Our client base is diverse and includes international law firms, domestic law firms as well as smaller boutiques. The global reach of our business has meant that we have been able to assist many lawyers interested in moving internationally.



A selection of law firms we have successfully worked with.



Compliance and Risk

Taylor Root has established an experienced Compliance and Risk division across the global regions in which we operate. We work with businesses from a variety of sectors including Legal, Insurance, Securities and Investment Banking, Retail Banking, Corporate Banking, Asset Management, Hedge funds, Commerce and Industry through to Regulatory Consultancies and Regulatory Bodies. We deliver both Permanent and Interim solutions to our clients and opportunities to our candidates.

The enhanced focus on Compliance and Risk functions has enabled us to follow and anticipate regulatory change in our respective sectors so we can partner with our clients and be agile and solution focussed.

A selection of successful assignments we have worked on.

Banking &
Financial Services



HSBC
BNP Paribas
Travelex
EY

Commerce &
Industry



Live Nation
Avon cosmetics
Travel Port
Tesco

Law Firms



Norton Rose Fulbright
Clyde & Co
Linklaters
Charles Russell Speechlys

Interim

The strength of our client relationships across the in-house and private practice markets has allowed us to service the increasing demand for lawyers, on more flexible terms. This trend has evolved across most of our markets and jurisdictions and our vast network of lawyers who are looking to retain more flexibility to their working lives has provided us with an extensive database of candidates operating within this market.

There are many reasons a business would hire an interim lawyer; it may be in response to an increase in workflow, cover for those on maternity leave or long-term sickness, to temporarily acquire a lawyer with specialist knowledge or to assist on short term projects. Whatever the scenario, we are able to provide our clients with a detailed overview of costs and benefits associated with such hires. We also have the infrastructure within Taylor Root to take these lawyers on our payroll and to then second them to our clients.



A selection of companies & law firms we have successfully worked with.

Law Firms



Hogan Lovells
Baker McKenzie
Orrick, Herrington & Sutcliffe
Kemp Little
Mishcon de Reya

Commerce & Industry



Swarovski
HS1
Modern Times Group
Hilton
Which?

Banking & Financial Services



Barclays
Schroders
AIG
Lloyds Banking Group
Marsh

Corporate Responsibility

Taylor Root's Corporate Responsibility (CR) programme is an integral part of the foundation of our business. The programme is centred on our corporate philosophy and outlines how we encourage responsible actions in every employee, both through delivery of business services and within the wider community.

Across the globe, our teams participate in a variety of activities that either help local charities or raise money for them. Some of the activities we have taken part in include:



Our Hong Kong team participating in 'The Hong Kong Cleanup' – Helping to clean up coastal areas and beaches



Our Australia team helping out with OzHarvest – Australia's leading food rescue charity



Our London office raising money via Marathon sponsorships, Bake days and Raffles, to name a few, for UK-based charities such as Shooting Star Chase and Anthony Nolan



Numerous offices participating the annual J.P.Morgan Corporate Challenge raising money for charity

Diversity & Inclusion

We recognise that an organisation's success is inextricably linked to the enthusiasm, ability and innovation of its employees. With this in mind, our goal is to encourage these traits in every member of our team while constantly refreshing our outlook through a diverse hiring strategy. In tandem with this, we believe that we have a critical role to play in improving diversity best practice within the recruitment process, and have made a commitment to both our candidates and clients to support their own objectives within this increasingly important area.

We host client seminars and round table events attended by HR professionals, CSR specialists and senior hiring managers from a wide breadth of sectors and client organisations. We organise them globally on a range of topics including the gender pay gap, diversity and wellbeing in the workplace, strong female role models and coaching techniques, and managing an aging workforce.

We also organise a series of internal 'lunch & learn' talks where guest speakers present on diversity-related topics for the benefit of our employees. Previous topics have included 'Unconscious Bias', 'Diversity from the Client's Perspective', 'Confident Conversations About Disability', and 'Sexual Orientation and Gender Identity 101'.

We engage with a number of D&I partners such as Stonewall, to help us to better understand the challenges inherent in recruiting a diverse workforce. These organisations provide best practice guidance, insight and candidate networking opportunities across disability, social mobility and sexual orientation inclusion.



Market Intelligence & Publications

We pride ourselves on having up-to-date market knowledge in the countries we operate within. This allows us to assist our clients and candidates alike. We communicate regularly with our clients to understand the various markets they operate within. In doing this we are able to produce in-depth market reports, salary guides, living and working guides as well as one-off publications such as how to recruit your first in-house lawyer's.

In addition to this we regularly host roundtable discussions allowing us to publish topical market insights.



Senior Management Team

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Taylor Root

as part of the SR Group

Established in 1987, The SR Group consists of specialist recruitment consultancies Brewer Morris (Tax & Treasury), Carter Murray (Marketing & Sales), Frazer Jones (Human Resources/HR Recruitment), SR Search (Partner Search/Executive Search), Taylor Root (Legal & Compliance) and Maximum Management (HR in NY) working in the tax & treasury, marketing & sales, human resources, partner search and legal & compliance sectors. We work with a substantial number of the world's leading multi-national corporations, professional partnerships and international banking groups as well as small to medium-sized organisations.

We are incredibly proud of the company we have built. The SR Group consists of very talented and engaged individuals who are proud to work here. We constantly develop our proposition as an employer of choice in our sector, allowing us to attract and retain the most sought after talent in the market. Our growth, retention rate and ever-expanding global reach speaks volumes about the seamless quality of service you can expect when dealing with any of our brands in any of our locations.



David Buckley

CEO

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2016

Maximum
Management
(acquisition)

2008

SR Search

2000

Carter Murray

1996

Frazer Jones

1989

Taylor Root

1987

Brewer Morris



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