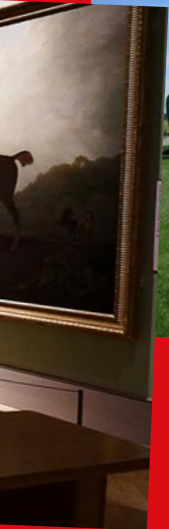
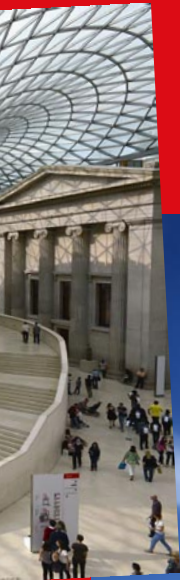


Arts, Culture & Heritage Leadership services



Why GatenbySanderson?

We have a strong international, national and regional footprint in supporting socially impactful remits across public life and are driven by our purpose to find and develop leaders that shape a better society. Working on over 700 Executive, Chair, Non-Executive and Trustee roles each year, with a first time fill rate of over 95%, we bring the best talent into communities to build representative leadership, resilience and better outcomes.

- Our reach extends into Not-for-Profit, Education, Faith, Government & beyond
- Our end-to-end candidate care results in a world-class rating
- 72% of final panel candidates come through our proactive search
- We have specialist practices in Executive Search, Interim Leadership Digital, Data & Technology and Leadership & Talent Consultancy
- We work with over 500+ clients per year with a 70% repeat business rate
- Over 65% of our placements are from under-represented groups. We appoint 130 global majority leaders every year
- Placing over 200 Chairs, Trustees and NEDs annually, we have the largest board practice in the UK



Our partnership approach

We understand the importance of true partnership, representing our clients' needs and brands positively in the market. You will always have an experienced, tailored and dedicated team, whether for Executive Search, Leadership Solutions or Interim Appointments.

From the high quality of our immersive and fully tailored microsites to every individual discussion we hold with potential candidates, GatenbySanderson is ambitious for our partners, and for the senior leaders we work with as clients and candidates.

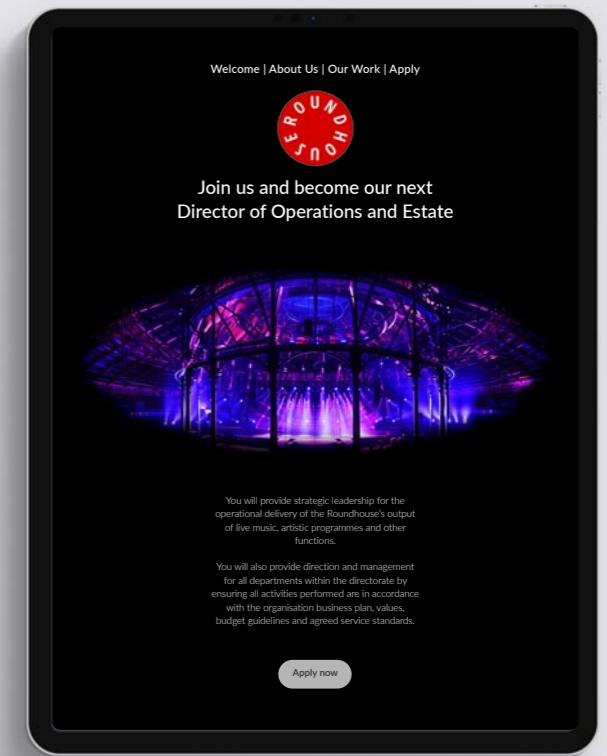
Operating with a principle of transparency, we adopt a genuine partnership approach. Beginning with comprehensive briefings, continuing with clear and intensive search processes, and incorporating rigorous candidate evaluation methods, we ensure that everyone engaged in our processes is well-informed and confident at every stage.

Our scale and reach, including a range of in-house specialists - consultants, research, project co-ordinators, digital and media experts - enables our robust, adaptable, high-quality and seamless end-to-end services.

Your named, lead consultant, Rebekah, will always be on hand, taking a personal approach that is deeply informed by your context, priorities, challenges and ambitions.



GatenbySanderson is ambitious for our partners, and for the senior leaders we work with as clients and candidates.



Partnership with the Roundhouse



Rebekah Herz-Bauman

Partner, Arts, Culture & Heritage, Not for Profit
rebekah.herz-bauman@gatenbysanderson.com
artscultureheritage@gatenbysanderson.com

Executive search

We are the partner that you can trust in Arts, Culture and Heritage Leadership, who specialise in delivering transformative leadership that drives impact and accelerates change in the most complex and challenging environments.

With extensive experience, both nationally and internationally, we appoint leaders to pivotal roles, including CEO, COO, Exec Director, Artistic Director, Technical Director, Directors of Programme, as well as CFO, CTO/CIO and Directors of Transformation.

Our approach is rooted in a commitment to understanding your unique needs and aspirations. Backed by 11 specialist practices alongside the dedicated Arts Culture and Heritage team (ACH), we offer unparalleled depth and reach.

In the last 12 months, our team delivered dozens of permanent appointments, including for the Barbican, the Roundhouse, English Heritage, Scottish Ballet, RAF Museum, Beamish Museum, Historic Royal Palaces, Citizens Theatre & Theatres Trust, Royal Collection Trust, Cheltenham Trust, Royal Botanic Gardens Kew, and Royal Museums Greenwich.

Our proven process and unwavering focus on quality ensures we deliver leaders who inspire, innovate, and create lasting impact.

When you work with us, you gain a trusted partner dedicated to your mission. Our unique combination of resources, expertise, and care ensures that we not only meet your expectations but exceed them, helping you achieve your strategic ambitions.



“

In the last 2 years we have managed to place 40 Executive roles and 30 CEO roles.

”

What we will provide

Dedicated, specialist team

A tested senior project team, led by Rebekah, will guide you through the end-to-end campaign delivery. We bring a personalised and professional approach to every part of the process - from initial candidate outreach to tailored candidate feedback.

Tailored Solutions

Every search is customised to your mission, culture, goals and challenges. Our ACH expert team will draw on our 250,000 database of live contacts, leveraging our networks to find incredible candidates to propel your organisation forward.

Rigorous Candidate Care

We ensure an outstanding experience for candidates at every stage, reflecting your values and enhancing your reputation.

Expert Insight

Our consultants bring extensive expertise and sector-specific knowledge, drawing from a wealth of specialised resources from a team dedicated to the Arts, Culture and Heritage sectors.

What sets GatenbySanderson apart?

Our extensive sector experience

With over 20 years of leadership experience in the Arts, Culture, and Heritage sector, Rebekah Herz-Bauman brings extensive networks and a proven track record of successfully placing executives in top UK institutions, boasting a 99% success rate in first-time appointments. Rebekah personally takes the time to visit clients to gather briefs, leads the search strategy, and engages directly with both clients and candidates, providing valuable insights to shape a tailored and effective approach.

Our dedicated team of specialists

We are a values-led organisation, delivering world-class client communication and candidate care, as reflected in our Practice Net Promoter Score (NPS) score of +80, a globally recognised customer satisfaction rating, which equates to world-class. Our team actively volunteers within the Arts, Culture, and Heritage sector, demonstrating our commitment and passion for the work you do. With the guidance of our EDI Manager, who brings lived experience, insights, and expertise, we ensure an inclusive and informed approach to every search. Additionally, our internal media and marketing team facilitates the seamless creation of high-quality visual campaigns to support our efforts.

Our transparent client process

Seventy percent of our clients return for repeat business, reflecting the trust we consistently deliver. Our cutting-edge online client portal provides 24/7 access to detailed candidate information, ensuring transparency, convenience and data security. As leaders in Psychometric Assessments, we offer advanced tools for comprehensive candidate evaluation. Weekly status reports and regular meetings with Rebekah provide valuable insights into the candidate pool and market trends, keeping clients informed every step of the way.



“

We are a values-led organisation, delivering world-class client communication and candidate care, which is reflected in our exceptional NPS score of +80.

”



Developing your board

Our partners increasingly seek solutions for multiple, volume and specialised Trustees and NED appointments to their Arts, Culture and Heritage Boards and commercial subsidiaries to address the growing complexity of the challenges they face.

By bringing together individuals with expertise in areas like finance, HR, governance, fundraising, commercial, audience & impact, and digital transformation; organisations develop well-rounded decision-making, alongside strategic oversight and mentorship for their Executive Teams.

Diversity of lived experience adds to this, allowing organisations to respond to evolving regulatory requirements, donor expectations, and community needs, while strengthening governance, enhancing accountability, and enabling greater impact and sustainability.

Chair Appointments

Your Chair provides crucial insight, strategic leadership, ensuring good governance, and fostering collaboration among trustees and senior management. They guide your vision, support your CEO and drive sustainable impact in concert with the Board and Executive team.

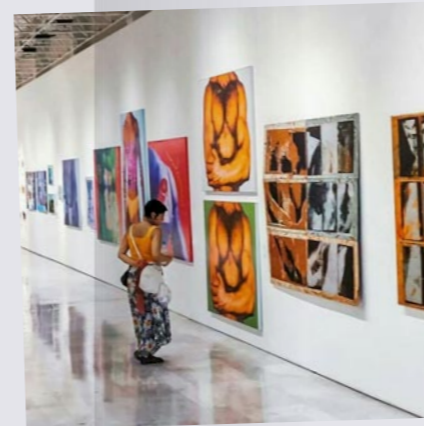
Our reach and resourcing means that we can fully map and personally engage the market, working through our extensive networks across the Not for Profit, Private & Public Sectors and Commercial landscape.

With a robust, adaptable process, we create multiple touchpoints to enable candidates and clients to make informed decisions about where skills, values and behaviours align.

“

In the last 2 years we have made 12 Chair appointments and 80 Trustee & NED appointments.

”



Board Development

Regularly reviewing your Board and governance helps to ensure you remain effective, accountable, and aligned to your mission. By evaluating the Board's composition, decision-making processes, and overall effectiveness, you can strengthen leadership, improve transparency, and build trust with stakeholders, ensuring long-term sustainability and impact.

Our Board Advisory Service offers tailored solutions to support ongoing development of your Board and informs our approach to Chair, Trustee and NED assessment process with our clients.

“

With a robust, adaptable process, we create multiple touchpoints to enable candidates and clients to make informed decisions about where skills, values and behaviours align.

”

Volume Trustee Appointments

Our Trustee service finds tailored solutions to skills requirements on our clients' Boards. Our scale and model enables us to deliver a seamless, bespoke service for clients and candidates. Whether appointing a Treasurer or a specialist in Design-Thinking, we build tailored search strategies that deliver to the needs of your Board.

Recent multiple board campaigns include Amnesty UK (20), Citizens Advice (4), the Built Environment Trust (7), Book Trust (3), E3G (2), and SPANA (7). Four of these clients appointed more than the original brief, due the high calibre of candidates.

Our specialist Arts, Culture & Heritage team

Over 60 clients have chosen our Not for Profit team as their trusted partners in 2024 to appoint to critical permanent and interim roles, and to provide leadership and talent consultancy. Given our substantial experience, you will have partners who really understand the issues and are committed to making your process a success.



Our process is supported by

Project Co-ordinator
who schedules all meetings and interviews.

Delivery Consultant
who supports delivery of the process from start to finish and ensures a direct point of contact with our operations team.

Client and candidate care is our top priority. We publish client and candidate satisfaction data. We survey all clients and shortlisted candidates to assess our performance. In assessing our latest 2024 quality data within the practice, 96% of GS candidates rated our Consultant advice as Very High Quality/High Quality; 86% were 'Very Satisfied' with the quality of Administration and 94% felt GS met their needs Extremely Well/Very Well. 78% of clients across GS, state we offer a superior service to other executive search providers.



Executive Search



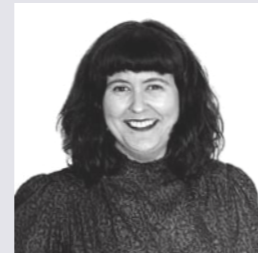
Rebekah Herz-Bauman
Partner

Graduating from Cambridge, before moving to Executive Search, Rebekah spent nearly a decade in leadership with the Royal Marines Band Service, leading multidisciplinary high-performing teams across multiple international projects, driving 200% growth in recruitment

Rebekah has placed leaders at organisations at a national, international and regional level, including English Heritage, Historic England, and Scottish Ballet, Longborough Festival Opera, RAF Museum, Citizens Theatre, and Beamish Museum.

Rebekah is latitudinal, dynamic and refreshing in her approach to search. Values-led and with 99% track record of first time appointments, she takes immense pride in cultivating lasting and meaningful client and candidate relationships.

Research



Jennie Wood
Research Lead

Jennie brings over twelve years' experience of executive search, working on over two hundred assignments as a researcher or consultant. She began her career at Saxton Bampfylde as a research generalist with a particular focus on searches for the Not-For-Profit sector.

Recent non-executive searches Jennie has led include Chair, South Bank Employers' Group and Trustee for Ernest Cook Trust. Jennie has previously worked on non-executive searches with On the Beach, Sedex, V&A Dundee, Battersea Arts Centre, and the General Pharmaceutical Council.

Leadership & Talent Consultancy



Suzie Fairley
Senior Consultant

Suzie spent the first 10 years of her career working directly within Not-for-Profit organisations. She moved into consulting, where she worked within Deloitte's leadership practice, supporting public sector organisations to build leadership capability. At GS, she leads on delivering in-depth leadership assessments to inform recruitment decisions. Suzie is a Chartered Occupational Psychologist and qualified in a wide range of psychometric tools including OPQ, HDS and NEO-PI.

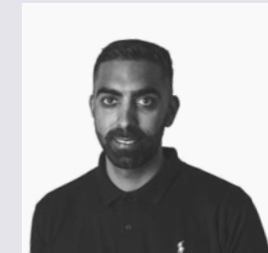
Interim Leadership



Sophie Younger
Partner

Sophie's career spans 20 years of Not for Profit sector specialism. Sophie has a focus on supporting organisation to transform the Not for Profit landscape by identifying suitable interim professionals to shape and deliver change. She prides herself on her ability to develop key relationships with Senior leaders and Board members alike, which is fundamental to the success of influencing change and ultimately providing the best solution for her clients. GS has retained our Platinum rating following the annual IIM survey for Leading Interim Service Providers.

Digital, Data & Technology



Shoaib Haroon
Principal Consultant

With over 15 years of experience in retained search and recruitment, Shoaib is a highly skilled professional with a deep understanding of the digital market, trends, and challenges faced by organisations in today's fast-paced and dynamic not for profit environment. Recent appointments include Independent Age CIO, CGL Director of IT, Young Lives vs Cancer Data Director, Turning Point CIO, Kew Gardens CIO and Royal Museums Greenwich Head of Technology.

Our wider team of Arts,
Culture & Heritage Practice experts

Driving Equity, Diversity & Inclusion

We are intentional about EDI in all aspects of our work and take a holistic and personal approach, building capacity, making processes as barrier-free as possible, investing heavily in outreach to under-represented groups and using our reach and referral networks.

We invest high-quality time, engaging in multiple conversations with candidates to explore questions and concerns with an open, listening ear, including being honest about where organisations are in their EDI journeys, as well as about their ambitions. We undertake careful and nuanced advocacy, respecting the lived experience of every person we interact with.

We look for experience and potential - beyond a job title - and encourage clients to give time to candidates with unique job paths and the potential to "step up" or "step across".

We also engage in ongoing learning programmes and evolve our practices based on best practice, candidate and client feedback.

Our commitment to under-represented groups is meaningful and long-term. Our Board development programmes, including LeadershipNOW! and the Insight Programme, prioritise pathways for women and those from the global majority.

We also provide a range of development programmes for our clients and share our insights on inclusive leadership to enhance sector-wide practice.

Jade Beckles
GatenbySanderson
Equity, Diversity & Inclusion Manager

“
Our commitment to under-represented groups is meaningful and long-term. We undertake careful and nuanced advocacy, respecting the lived experience of every person we interact with.
”

**LEADERSHIP
NOW!**



We take a holistic and personal approach, building capacity, making processes barrier-free, and heavily investing in outreach to under-represented groups through our networks.

We dedicate high-quality time, having multiple conversations with candidates, listening to their questions and concerns, seeking additional information when needed, and clarifying the brief to highlight relevant skills.

We are transparent about where organisations are in their EDI journeys and their ambitions, advocating thoughtfully while respecting each person's lived experience.

We challenge our clients by seeking experience and potential beyond job titles, encouraging them to consider candidates with unique paths and growth potential.

We challenge ourselves through continuous learning and evolving our practices based on feedback. We offer development programs for clients and share insights on inclusive leadership to enhance sector-wide practices.

“
I have a habit of talking myself out of applications because I don't feel like I tick all the boxes from the job description. Listening to the conversations yesterday, it was nice to see I'm not the only one who does that. The suggestions, and also experience of others on the call, gave me a little pick-me-up to break that negative habit of mine - there's nothing to lose!
”

Jas Shergill
ITT Business Change Manager
Sovereign Network Group



Our diverse appointments

Total GS	All Applicants	Preliminary Interview	Final Panel	Placed
Women	36%	45%	48%	50%
Global Majority	24%	15%	16%	18%
Disability	10%	10%	10%	9%
LGBTQI+	7%	6%	6%	6%
Attended State School	66%	74%	75%	75%
1st Gen/Didn't attend university	67%	67%	65%	67%

Client feedback

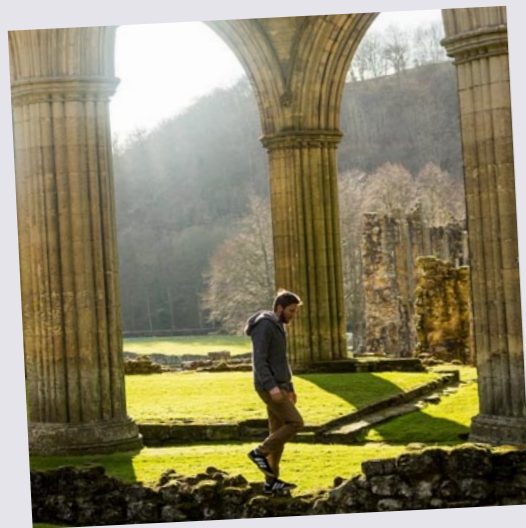
Includes previous clients of Rebekah Herz-Bauman



Rebekah ran an extremely robust and fair process in our search for a key role at English Heritage. Communication throughout was excellent and the pool of candidates at all stages of the process indicated a thorough job had been undertaken on search.

Rebekah is knowledgeable, diligent and intuitive in her approach to recruitment. We were thoroughly pleased with the final outcome.

Lycia Lobo
Commercial Director



It was a refreshing experience to work with Rebekah Herz-Bauman leading to the successful appointment of a Chief Executive for my organisation.

Her approach from the initial briefing to final appointment was exemplary, demonstrating a real understanding of client needs, and throughout the process she provided astute, informed and objective advice, enabling us the client to come to confident conclusion.

Sir Richard Mantle
Ex General Director, Opera North & Chair, Grange Festival.



Rebekah is professional, diligent and a productive recruitment partner with a very good understanding of the market.

She was thorough throughout the recruitment process and took time to understand Scottish Ballet's business needs and what we were looking for. The quality of the applicant pool was rich and we were extremely pleased with the outcome.

Steven Roth
Executive Director



Rebekah is a highly effective and knowledgeable individual who provides a professional service. She took the time to make sure she understood our organisation and excels meeting in building relationships with people to find the right candidate for the role and the organisation.

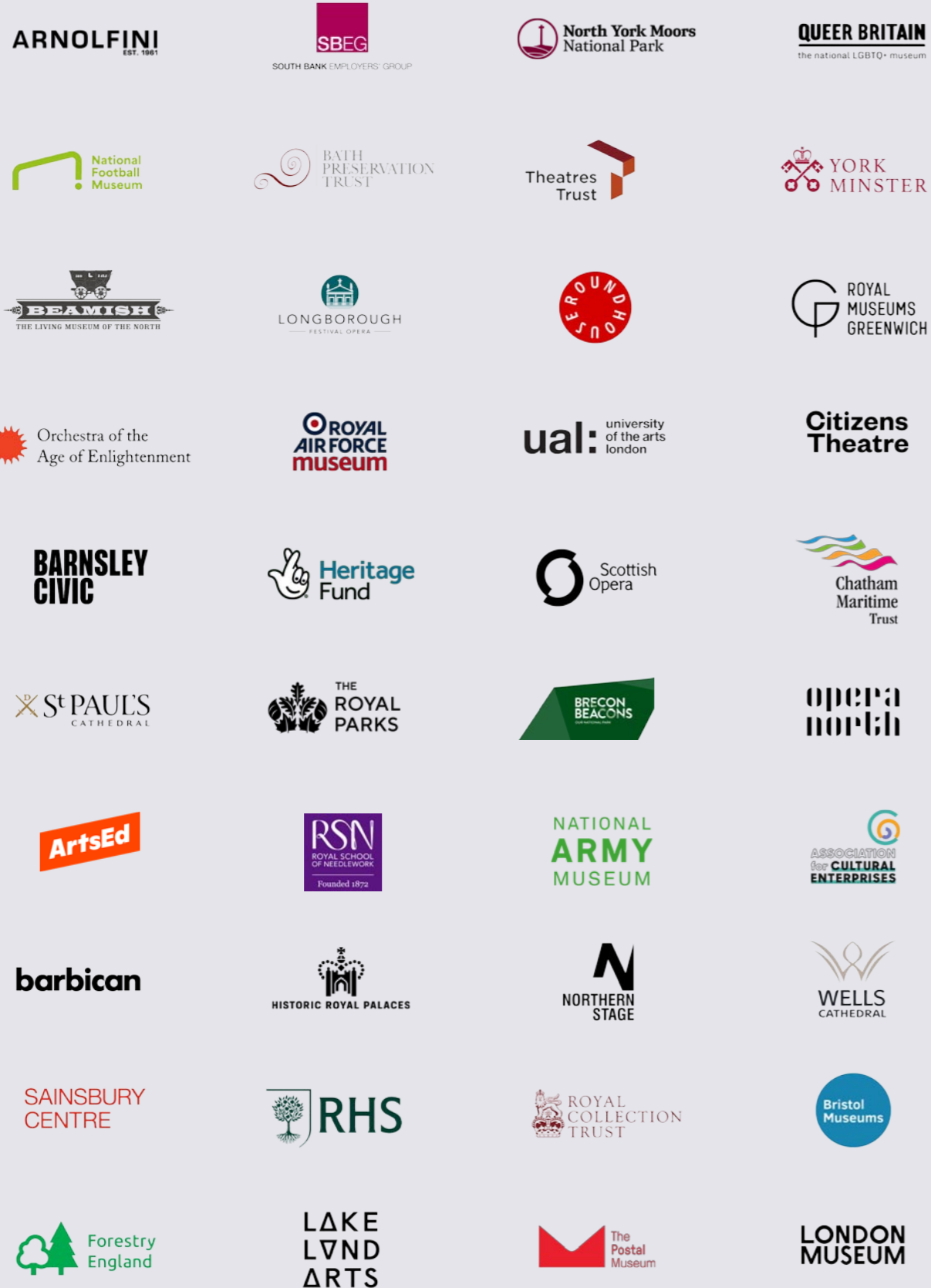
Nothing is too much trouble for Rebekah and she makes navigating the recruitment process feel effortless. Rebekah is a real powerhouse - a huge asset to any organisation or team she is engaging with.

Tara Davies
Manager



Selected clients

Includes previous clients of Rebekah Herz-Bauman



Contact

During my career in recruitment, I have placed leaders at national organisations including English Heritage, Historic England and Scottish Ballet as well as charities with significant reach, such as Longborough Festival Opera, Bath Preservation Trust and Beamish Museum. I believe that organisational sustainability is powered by strong governance and an astute and informed strategic leadership which engages with all communities.

My 20 years' leadership experience has spanned the Arts, Heritage, Culture, Education and Military sectors, and I aim to combine innovative, sector specific expert-led executive search with my broader experience. I take a fresh approach to search and have immense pride in cultivating lasting and meaningful client and candidate relationships.

If you would like to explore how we can support you with our services, please contact me:



Rebekah Herz-Bauman
 Partner, Arts, Culture & Heritage, Not for Profit
rebekah.herz-bauman@gatenbysanderson.com
artscultureheritage@gatenbysanderson.com
 Direct Dial: 020 7426 3970
 Mobile: 07881984421



GatenbySanderson Offices

Leeds Office
14 King Street
LS1 2HL
0113 205 6071

London Office
18 King William Street
EC4N 7BP
0207 426 3960

Manchester Office
29 John Dalton Street
M2 6FW
0113 205 6071

