

# Get your talent decisions right the first time.



*With decades of experience and the recognized “gold standard” executive search process, Bedford Group/TRANSEARCH will ensure you hire and retain the right leaders globally.*

In an era of unprecedented disruption, companies in the financial services space require agile, transparent and forward-thinking leaders. We have decades of experience finding leaders who can accelerate organizational readiness and inspire teams to take action.

With a deep understanding of the Financial Services and FinTech sectors, and broad international market knowledge, Bedford Group/TRANSEARCH delivers a robust executive search process and proprietary leadership assessment tools. We have a proven track record of recruiting and assessing exceptional leaders across all aspects of Financial Services including Banking, FinTech, Insurance, Wealth Management, REITs, Pension Funds and Credit Unions.

Bedford Group/TRANSEARCH is one of the **Top 10 retained executive search firms in the world**. We offer global executive search and talent management solutions for CEOs, Board Members and leadership team executives in Retail Banking, Wholesale Banking/Capital Markets, Commercial Banking, Wealth Management, Insurance, Risk Management, Innovation & Technology, Finance, Treasury, Human Resources and Legal.

#### **Boutique Customer Service, World-Class Capabilities**

With a partner-led team of four experts dedicated to each search, we offer a hands-on, client focused approach unmatched in the industry. We balance that with leading edge tools, capabilities and insight through TRANSEARCH's 60 global offices.

## 93%

**Unmatched retention rate in the financial services industry**

## #1

**Performing office among 60 global locations in TRANSEARCH**

#### **A sample of our clients include:**



Bedford offers our services and expertise to the full scope of subsectors:



## Global searches completed in the past 2 years for Financial Services

C-Level

24%

SVP/VP level

54%

Board and  
Other

12%

5,000+

Executive searches completed across all sectors — Canada, U.S., Latin America, Europe, Asia-Pacific

## Our Services



### Retained Executive Search

With an **industry leading 93% retention rate**, three years post hire, Bedford's robust executive search process measures candidates' FIT across the dimensions of culture, team, performance and leadership.



### Proactive Talent Scouting

Our in-depth, customizable talent scouting reports provide a pragmatic lens into key talent, enabling you to proactively shape your talent management agenda.



### Executive & Board Compensation

We provide executives and boards with compensation reviews, design of cash and equity-based incentive compensation design, competitive market studies, and annual industry surveys.



### Diversity & Inclusion

Bedford is fully committed to the values and principles of diversity & inclusion. Through our unique talent scouting process, we provide market insight and expertise to help you identify diverse and socially responsible talent who align with your company's culture and core values.



### Organizational Strategy\*

Our services in Organizational Strategy are grounded in understanding the fundamental principles of organizational design and operating structures in financial services. We conduct a comprehensive review of your current model to ensure it supports operational requirements, enables effective talent strategy management, and reflects an optimal company culture.



### Leadership Assessment & Development\*

Our comprehensive leadership assessments allow you to better understand the current capabilities of each leader, their potential and their areas for continued development, resulting in customized leadership = success planning.



### Leadership Integration & Virtual Onboarding\*

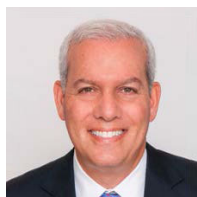
While onboarding virtually is different from an in-person experience, it is just as effective. Leveraging technology, our virtual onboarding programs enable you to establish a leader to their new position and organization, in a personalized way, building a foundation for performance success.

\*Talent strategy services delivered through Teal & Co., a Bedford affiliated company.

## Our Financial Services Sector Experts

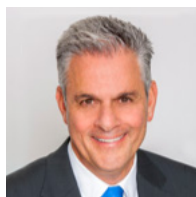
Our global practice supports a diverse group of financial services clients. Each of our experts bring decades of experience working within this space. We are flexible and will provide you with customized options to exceed your unique strategic goals.

**Achieving your talent objectives starts with a conversation now!**



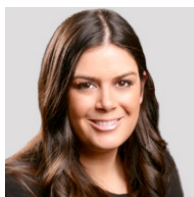
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Bedford is the Canadian partner of TRANSEARCH International, a leading executive search organization in 40+ countries.