



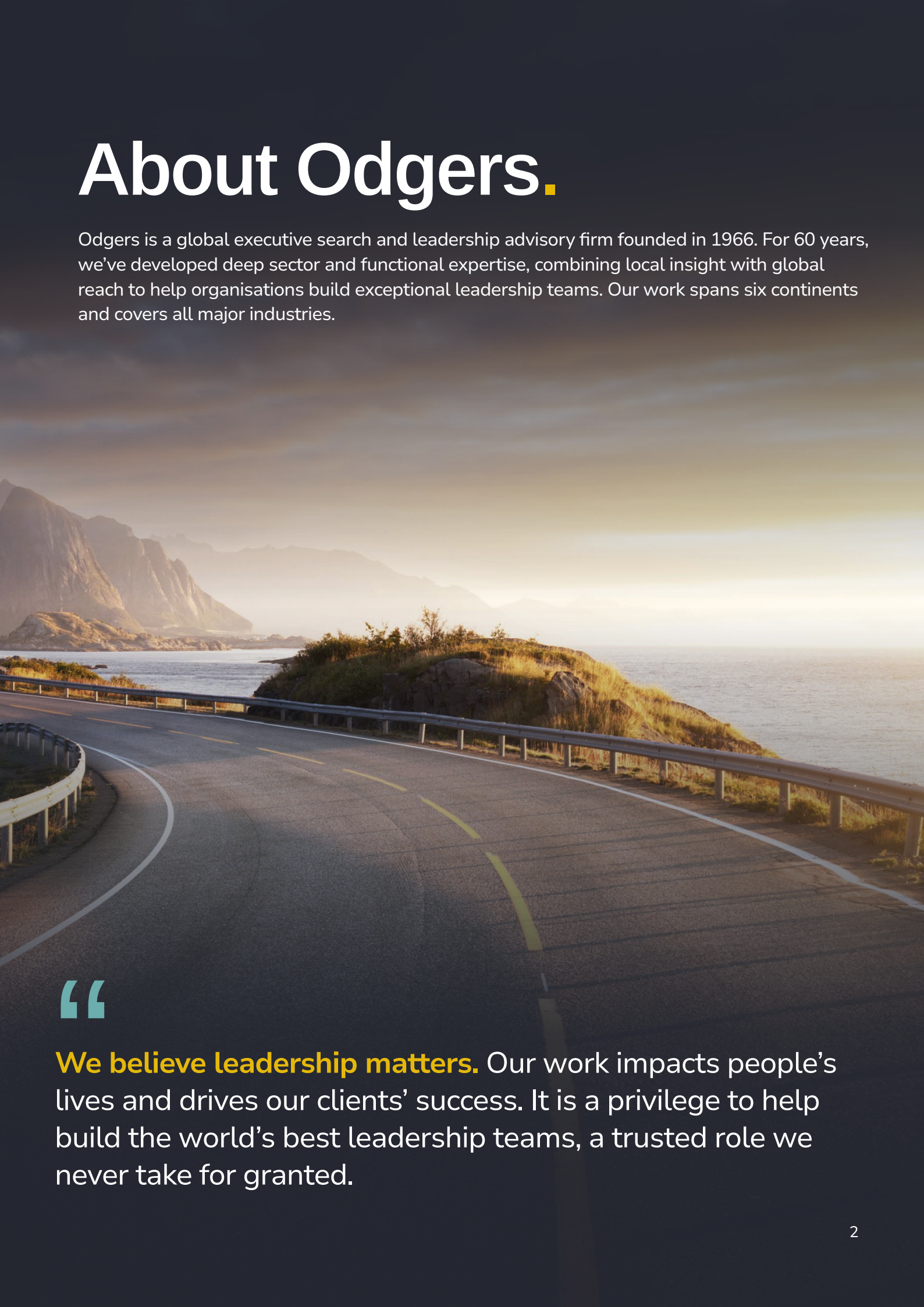
Odgers Corporate Functions.

Your Partner in Building World-Class Leadership

ODGERS 

About Odgers.

Odgers is a global executive search and leadership advisory firm founded in 1966. For 60 years, we've developed deep sector and functional expertise, combining local insight with global reach to help organisations build exceptional leadership teams. Our work spans six continents and covers all major industries.



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We believe leadership matters. Our work impacts people's lives and drives our clients' success. It is a privilege to help build the world's best leadership teams, a trusted role we never take for granted.

Our Functions.

As a leading executive search firm, we have a global network of exceptional talent to find the right leaders for functional, board and CEO appointments.

CFO & FINANCIAL
MANAGEMENT

CORPORATE AFFAIRS &
INVESTOR RELATIONS

PEOPLE & CULTURE

DIGITAL &
TECHNOLOGY

GENERAL COUNSEL &
COMPANY SECRETARY

PROCUREMENT &
SUPPLY CHAIN

REAL ESTATE

BOARD, CHAIR,
CEO & NED

CFO & Financial Management.



The CFO role has never been more important to a businesses success. With global CFO turnover at a long term high, boards are under pressure to act decisively on succession. At the same time, the mandate has expanded significantly: today's CFO is expected to drive strategy, lead transformation, manage external scrutiny, and act as a genuine partner to the CEO - all whilst guaranteeing financial integrity. Finding the right leader for the role demands deep knowledge of the candidates who can deliver against those demands and of the organisation, context, and stakeholders they must serve.

MARK FREEBAIRN

Partner & Head, Board and CFO Practice

Mark.Freebairn@odgers.com

We build that insight through long standing, trusted relationships with current and future finance leaders across the most complex organisations – from FTSE 100 and PE backed businesses to the UK's best known institutions, as well as small cap and privately owned companies across all sectors. Our work is rooted in career long partnership, supporting individuals from first time management appointments through to CFO, Audit Chair, and SID roles.

We are deeply committed to diverse shortlists, recognising that lasting change requires sustained advocacy, not just good intentions at the point of hire. With seven offices across the UK, our reach extends well beyond London, bringing market-leading regional insight.

Placements

CFO

FTSE 250 Leisure
Birmingham

CFO

FTSE 100 Technology
London

CFO

PE Backed Global
Manufacturer
London

Divisional CFO

FTSE 100 FMCG
Midlands

Group FC

FTSE 100 Financial Services
London

Director of FP&A

PE Backed Leisure Business
Northern Home Counties

Corporate Affairs & Investor Relations.



For decades we have worked as trusted advisors to leadership teams across the full economy combining global insight with a deep expertise in corporate affairs and investor relations. Interpreting our clients' needs and helping them to appoint the right leaders within an era of seismic geopolitical and technological change is critical to their licence to operate and value creation.

KATE HAMILTON-BAILY

Partner, Head of Corporate Affairs and Investor Relations Practice

Kate.Hamilton-Baily@odgers.com

The accelerating demands of transparent corporate accountability, digital misinformation and the rapid advance of AI create a significant challenge for global corporate affairs and chief communications officers.

Investor relations directors sit at the intersection of capital markets, finance, strategy and communications. We recognise their career paths frequently expand within the finance function or into strategy, such is the value placed on the capability of the individuals.

Our international perspectives and trusted networks enable rapid, context specific advice and execution.

Placements

Director of Corporate Affairs

FTSE 100 Airlines/
Transportation
London

Corporate Affairs Director, Retail Bank

FTSE 100 Banking
London

Head of IR

FTSE 250 Food & Beverage
London

Chief Communications Officer

Premiership Football Club
London

Global Director of Corporate Affairs

Healthcare, Mutual
London

Head of Internal Communications

Media
London

People & Culture.



What we do is a pleasure, a challenge and a privilege. I am incredibly proud of the impact the CPOs/CHROs and their teams have on the organisations we introduce them to, and how this is evolving. Over the last 20 years we have grown into a global team with a market leading brand.

ÁINE HURLEY

Managing Partner, People & Culture Practice
Aine.Hurley@odgers.com

The CPO/CHRO role is pivotal to an organisation's success. With a profound impact on culture, talent, performance and the evolution of organisations, the CPO/CHRO has a critical voice on the ExCo. The role has grown significantly to include AI, internal & external communications, property/workplace, and ESG. Successful CPO/CHRO's build a high trust, high challenge, high integrity based relationship with their CEO, ExCo peers and the board.

Our People & Culture Practice partners with leaders across all industries to attract CPOs/CHROs, HR directors and their leadership teams. Our clients are national and global, listed (FTSE 350 & Fortune 500) private equity backed, partnership structured, family owned, founder-led, and publicly funded. We are involved in every stage of an organisation's maturity, from rapidly growing businesses with 50 people to global corporates; we relish this diversity. We thoroughly enjoy building teams with CPO/CHROs be that in reward, talent, business partnering, HRIS, operations and change management.

Placements

Chief People Officer

Financial Services
(FTSE 250)
London

Chief People Officer

FMCG Family-Owned
Manchester

Chief People Officer

Gaming & Media
(PE-Backed)
Cambridge

Director of Reward and Employee Relations

Telecommunications
(FTSE 100)
UK

Chief People Officer

Defence Technology
(FTSE 250)
Berkshire

Chief People Officer

Life Sciences & Consumer Care (FTSE 100)
Doncaster

Digital & Technology.



The Technology Officers Practice sits at the intersection of strategy, leadership and change. Across sectors and geographies, we see organisations succeed when they treat technology, digital, cyber and AI leadership as a business-critical capability, not a support function. I was a founding member of the Practice in 2005 and we have grown to be one of the most well-established practices, both across Europe and globally.

CAROLINE SANDS

Partner & Head of Technology Officers Practice
Caroline.Sands@odgers.com

Today's CIOs, CTOs, CISOs and CDOs must balance operational resilience with innovation, cyber risk with growth, and pace with purpose. Our role as advisors is to help boards back exceptional technology leaders who combine commercial acumen, human judgement and technical depth.

In an era of constant disruption, leadership quality is the ultimate competitive advantage for organisations navigating global complexity and sustained transformation today worldwide.

Placements

CISO

Global Media
London

CIO

Infrastructure Services
Global

Group CTO

FTSE 100 Energy
South East

Business Functions CIO

Insurance
South East

Director of Technology Innovation

Legal
Leeds

Technology Director

UK Regulator
Manchester

General Counsel & Company Secretary.



GCs should bring a long-term, enterprise-first mindset because those are qualities that all CEOs, boards and executive colleagues need; someone who is a leader first, and a risk manager second. Senior legal leaders must defend their organisations whilst leveraging the law to the full advantage of the business.

ALEX HAMILTON-BAILY

Partner, Head of Legal & Professional Services

Alex.Hamilton-Baily@odgers.com

The Legal Practice operates across the world, working closely with a breadth of organisations, from start-ups to FTSE 100 companies, to identify and develop legal and governance leadership. The domestic and international legal landscape becomes ever more intricate and senior in-house counsel are critical to business growth. Whereas historically, a legal head might have been considered 'just a good black-letter lawyer', the modern in house legal leader will go far beyond this and be a true commercial business partner to the executive, board and business. The term 'US-style' general counsel is sometimes used to describe this; a senior lawyer who acts as a consigliere to the entire senior leadership.

Placements

Group General Counsel

PE-Backed Energy
Distribution
UK

Chief Counsel, Corporate & Securities

FTSE 100 Defence
UK & Global

Regional General Counsel

Big Four
UK & EMEA

General Counsel

Global Venture Capital
Fund
UK & Global

General Counsel & Company Secretary

FTSE 100 Housebuilder
UK

General Counsel

UK Financial Services
Regulator
UK

Procurement & Supply Chain.



We established the Procurement and Supply Chain Practice in 2010 to meet the growing need for specialist functional expertise to support our industry based colleagues. This relentless focus and collaboration with industry teams has helped us grow the Practice to become one of the leading expert practices in Europe as per candidate and client experience.

LUCY HARDING

Partner and Global Head, Procurement and Supply Chain Practice

Lucy.Harding@odgers.com

Global supply chains have never been more disrupted and challenged as they have been in recent years. Alongside this, a persistent focus on cost in the face of inflation, mean the supply chain and procurement leaders of today are required to be effective and visible enterprise leaders like never before. In our Procurement and Supply Chain Practice, we have spent 15 years developing expert knowledge and unrivalled candidate networks to meet this demand.

With a centre of excellence based in the UK, and colleagues with specialist capability in the US, Europe and APAC we are able to deliver global searches to meet our client needs across all industry sectors as well as support our colleagues searching for NEDs with a supply chain spike of experience.

Placements

Group Head of Procurement

FTSE 100 Energy
UK

Director of Procurement

FTSE 100 Financial Services
UK

Group Head of Procurement

FTSE 100 Telecoms
UK

Divisional Global Head of Procurement

FTSE 100 FMCG
UK

Chief Supply Chain Officer

Private Equity Portco -
FMCG (Beauty)
UK

COO

Private Equity Portco –
FMCG (Sports Equipment)
UK

Real Estate.



Our UK real estate team advises clients throughout the full built-asset lifecycle, from investment and development through to construction, operations and consulting. We support real estate investment and asset management platforms, as well as service providers, helping them navigate and increasingly complex, competitive and fast-moving environment.

PETER LAWRENCE

Partner and Head of Real Estate Practice
Peter.Lawrence@odgers.com

The UK Real Estate Practice supports the breadth of the real estate and built-environment sector, working with listed and private real estate companies, investment managers, family businesses, private estates, occupiers, consultants and private equity.

The sector is undergoing a structural shift: tenants now behave as consumers of space, expecting service, experience and amenity, while investors increasingly look beyond traditional income and capital metrics towards assets that are sustainably delivered, responsibly operated and capable of delivering long-term value.

Placements

Group Property Director

FTSE 250 - Logistics
London

Property Services Director

Global Investment
Management Firm
London

Chief Property Officer

Top Ten (Global)
University
London

Estates Director and team

Top Ten (Global)
University
Cambridgeshire

Group Property Director

Nationally Significant
Infrastructure Organisation
London

COO

FTSE 250 – Residential
London/North-East
England

Board, Chair & NED.



The appointment of Chairs, NEDs and CEOs is the pinnacle of any search firm's skill supporting clients' long-term sustainable success. We cultivate a diverse talent pool, which enables nuanced director selection. The team's unrivalled execution, and the calibre of attendees at our events, underscore the firm's standing and reach.

MARK FREEBAIRN

Partner & Head, Board and CFO Practice

Mark.Freebairn@odgers.com

Board directors have professionalised markedly over the last two decades, and our Board Practice has evolved in step. We work across every ownership model and scale, from FTSE 10 to AIM-listed, private equity, private and regulated businesses. Supporting boards means offering ideas that genuinely engage both experienced and aspiring directors. The breadth of our global network makes that possible.

The non-executive portfolio is a defined career path, and we play a critical advisory role as leaders shape their ambitions. The work we do with a diverse and accomplished cohort is a responsibility we take seriously. The team's knowledge, relationships and discipline explain why we operate at the level we do and why clients trust our judgement.

Placements

Chair

FTSE 100 Financial Services

London

Chair

FTSE 250 Leisure

London

NED (RemCo and Audit Co Chairs)

FTSE 100 Technology

London

SID

FTSE 250 Services

London

Three NEDs

FTSE 100 equivalent Industrial

Wales

Chair and NEDs

Family-Owned FMCG

Midlands

Global Reach.

58 offices in 33 countries



UNITED KINGDOM

ENGLAND
Birmingham
Leeds
London
Manchester

WALES
Cardiff

SCOTLAND
Aberdeen
Edinburgh
Glasgow

NORTH AMERICA

CANADA
Calgary
Montreal
Ottawa
Quebec City
Toronto
Vancouver

UNITED STATES
Austin
Boston
New York
Washington D.C.

MEXICO
Mexico City
Monterrey

SOUTH AMERICA

ARGENTINA
Buenos Aires

BRAZIL
São Paulo

CHILE
Puerto Montt
Santiago

PERU
Lima

URUGUAY
Montevideo

EUROPE, MIDDLE EAST & AFRICA

AUSTRIA
Vienna

BELGIUM
Brussels

CZECH REPUBLIC
Prague

DENMARK
Copenhagen

FINLAND
Helsinki

FRANCE
Paris

GERMANY
Frankfurt
Munich

IRELAND
Dublin

NETHERLANDS
Amsterdam

LUXEMBOURG
Luxembourg City

POLAND
Warsaw

PORTUGAL
Lisbon

SOUTH AFRICA
Cape Town
Johannesburg

SPAIN
Barcelona
Madrid

SWEDEN
Stockholm

SWITZERLAND
Zürich

TURKEY
Istanbul

UKRAINE
Kyiv

UNITED ARAB EMIRATES
Dubai

ASIA PACIFIC

AUSTRALIA
Brisbane
Melbourne
Sydney

CHINA
Hong Kong
Shanghai

INDIA
Bangalore
Delhi-NCR
Mumbai

JAPAN
Tokyo

SINGAPORE
Singapore



ODGERS

WHERE LEADERSHIP MATTERS

