

CLARC

Recruitment

Legal, Audit, Risk & Compliance Specialist

Why CLARC?

CLARC is a specialist Legal, Audit, Risk & Compliance recruiter with offices in London and Dublin., predominantly specialising in working with Financial Services focused businesses.

CLARC have over 30 years combined recruitment experience within these specialist industries. We cover the full spectrum of a departments needs from junior staff to heads of department on a temporary or permanent basis.

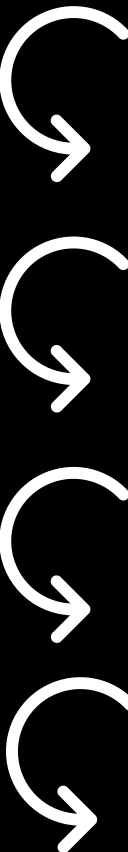
CLARC pride ourselves on our ethical recruitment approach. We will not send clients unauthorised or speculative CV's, instead we look to provide clients the right CV's to match their needs and follow a 'quality not quantity' approach to sourcing candidates.

CLARC always have a candidate's best interests in mind as we provide honest career advice to assist them in making that next step in their career as smooth a process as possible. We will never send a candidate's CV to any role without their prior expressed permission.

A sample of some of our recent placements include;

- General Counsel & Chief Compliance Officer, SMF16 & 17
 - Head of Legal
 - Head of Compliance, SMF16
 - Deputy Head of Compliance
 - Legal Counsel
 - Operational Risk Manager
 - Internal Audit Manager
 - Risk Manager
 - Financial Crime Manager
 - Compliance Analyst

Workflow



IDENTIFY assess a clients specific role requirements alongside the firm's culture to ensure we provide candidates with both the technical & cultural fit to the role

SEARCH utilizing our database of candidates, advertising avenues and various other search techniques we will vet & screen candidates to provide an initial shortlist with 1-2 weeks, normally quicker in many cases. Regular updates will be provided during this stage to keep the client up to date on our progress.

PRESENT candidates who fit the brief will be presented to the client (if requested) lining out the individuals fit to the specific role. Please note this would normally be for an exclusive search. If working on a non-exclusive basis we would potentially drip feed candidates to the client depending on the speed required to see relevant candidates.

INTERVIEW manage the full interview process (virtual, in-person or combined). NB in the current market we strongly recommend clear, succinct & fast-moving interview processes to ensure a client does not lose out on the best candidates.

OFFER we will manage expectations with the candidate so that negotiations run as smoothly as possible to ensure the offer is accepted as quickly as possible and the successful candidate resigns to start their new role as quickly as possible. NB in the current market being able to issue contracts & offer letters without delay is paramount to securing your candidate.

Key Stats from 2022

- The past calendar year, covering all of our placements, we have only sent double figures of CV's to a client on 3 occasions. 10 CV's twice & 12 CV's once - these occasions the clients changed the requirements during the search so we had to widen the pool of candidates & one was an entry level role wanting a range of CV's.

In fact, for over 60% of our placements this year we sent less than 5 CV's.

- Average salary increase across permanent placements in 2022;
 - Average % salary increase for job offers under £100K – 27.11%
 - Average % salary increase for job offers £100K & higher – 19.47%
- Out of our top 3 placements (highest base salary) in 2022 – 2 were female candidates, 1 male.

About Us

Chris Clarke (Managing Director & Founding Partner) – Chris started working in London over 15 years ago when he joined the Compliance team at Standard Bank, now ICBC Standard Bank, before joining a specialist recruitment firm where he spent nearly ten years placing roles across the Legal, Audit, Risk & Compliance sectors, ranging from entry level positions to Director level, heads of department positions.

Chris launched CLARC Recruitment in 2017 to offer a one agency solution covering clients Legal, Audit, Risk & Compliance requirements given the continued demand for firms in these areas. CLARC pride ourselves on offering a professional service to both candidates & clients alike, giving honest advice across the board. Chris@clarcrecruitment.com

Darren Ruskin (Partner) – Darren started working in the city over 20 years ago and worked in-house Compliance roles for a Japanese Investment Bank and a couple of Brokerage firms after 3 years at the London Stock Exchange. His in-house Compliance roles covered front office advisory specialising in Equities, Commodities & Derivatives, as well as client due-diligence.

In 2005 Darren joined a specialist recruitment firm where he spent over 15 years placing roles across the Legal, Compliance & Financial Crime sectors, ranging from 'Break in to' positions to Global Heads of Compliance both in the UK and Internationally.

Darren joined CLARC in 2020 to focus on continuing the growth of the business across all sectors whilst maintaining the high standards of service CLARC pride themselves on. Darren@clarcrecruitment.com



Testimonials

Darren was very helpful and responsive in finding suitable candidates for our Compliance Manager role, I have found Darren very easy to work with and he listened to all our requirements. He delivered excellent candidates and I have no qualms in recommending him and look forward to working with him again in the future.

HR Manager - Broker Dealer

I have worked with Chris Clarke for a decade on compliance recruitment projects. He is very knowledgeable about the recruitment industry and how to balance the needs of employer and candidate. He has both a personable and ethical approach to recruitment, who can provide a definite advantage to businesses in meeting their specialist staffing needs but also has the patience and insight to help individual candidates develop their own careers.

Head of Compliance – Investment Management

How I can I put in words enough praise to truly reflect on the service received from Darren. From the outset, honest and clear. Balanced and unbiased conversations on my situation. Very personal and understanding. As the job candidate, I felt like the paying client and not a commission win as some agencies can treat individuals.

Initially the (dream) role was offered to another, however the feedback Darren passed on from the company was detailed and constructive and well delivered. It was only positive so despite not being successful still great to hear.

When that person did not take the role and Darren contacted me again it was again handled brilliantly. However I had been made another competing offer, Darren's advice and support me making my decision was completely unbiased. I couldn't recommend Darren enough if you are looking for a new role or a new member of your team.

Will be my go-to personally and professionally if and when the need arises.

Thank you, Darren.

Risk & Compliance Manager – Consultancy Firm

I have worked with Chris Clarke for a decade on compliance recruitment projects. He is very knowledgeable about the recruitment industry and how to balance the needs of employer and candidate. He has both a personable and ethical approach to recruitment, who can provide a definite advantage to businesses in meeting their specialist staffing needs but also has the patience and insight to help individual candidates develop their own careers."

Head of Compliance – Investment Management

We have a number of partnerships with several leading industry Associations / Consultancies & Software Solutions:

The International Compliance Association – www.int-comp.org

The Broker Club – www.thebrokerclub.org

Effecta Regulatory Consulting – www.effectacompliance.com

Leaman Crellin Limited – www.lemancrellin.com

TH Risk Solutions – www.thirskolutions.com

Autus Data Services – www.autusdataservices.com

Fingerprint – www.fingerprint-supervision.com



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