

# CLARC

## Recruitment

Legal, Audit, Risk & Compliance Specialist

## Why CLARC?

CLARC is a specialist **Legal, Audit, Risk & Compliance** recruiter with offices in London, Dublin & New York.

CLARC have over 30 years combined recruitment experience within these specialist industries. Both Partners in the business previously worked in Compliance prior to moving into Recruitment. This gives us an unrivalled experience in understanding both client & candidate requirements.

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.

\* 60% of our placements in 2022 we sent less than 5 CV's\*

We hire at all levels of seniority. A selection of some of our most recent placements include, but not limited to;

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

## Meet the Partners



**Chris Clarke (Managing Director & Founding Partner)** – Chris started working in Recruitment over 15 years ago. Prior to that he worked in the Compliance team at Standard Bank, now ICBC Standard Bank.

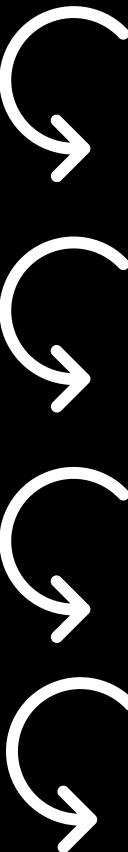
Following 10 years with a specialist recruitment firm Chris launched CLARC Recruitment in 2017 to offer a one agency solution covering clients Legal, Audit, Risk & Compliance requirements given the continued demand for firms in these areas. Email – [chris@clarcrecruitment.com](mailto:chris@clarcrecruitment.com)



**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. 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. Email – [Darren@clarcrecruitment.com](mailto:Darren@clarcrecruitment.com)

## 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.

## 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**

## Locations

### UK Office

CLARC Recruitment Limited  
99 Bishopsgate  
London  
EC2M 3XD

Telephone

+44 (0) 203 693 7251

Email

[contact@clarcrecruitment.com](mailto:contact@clarcrecruitment.com)

[Map](#)

### Ireland Office

Suite 10289  
77 Sir John Rogerson's Quay  
Dublin 2, Ireland  
D02 F540

Telephone

+353 (1) 611 1535

Email

[contact@clarcrecruitment.com](mailto:contact@clarcrecruitment.com)

[Map](#)

### USA Office

CLARC Recruitment Inc.  
287 Park Avenue South  
Suite 700, New York  
NY 10010

Telephone

+001 (646) 360-0002

Email

[contact@clarcrecruitment.com](mailto:contact@clarcrecruitment.com)

[Map](#)