

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 40 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.

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



APSCo Member – CLARC is a full APSCo member. APSCo is the only trade body dedicated to representing the professional recruitment sector. Being a member identifies our commitment to quality and best practice across the recruitment industry.

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.

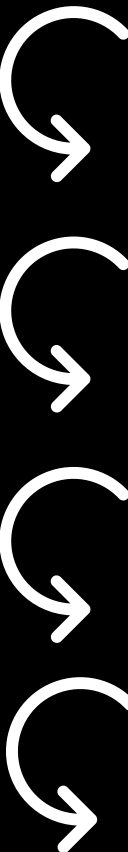
Following 10 years with a specialist recruitment firm Chris launched CLARC Recruitment in 2017 to offer a one agency solution covering clients Legal, Audit, Risk & Compliance requirements given the continued demand for firms in these areas. Email – chris@clarcrecruitment.com



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

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.

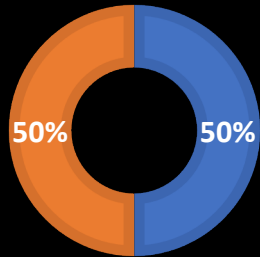
INTERVIEW manage the full interview process (virtual, in-person or combined). NB in the current market we strongly recommend clear, succinct & fast-moving interview processes to ensure a client does not lose out on the best candidates.

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.

Diversity & Tenure Stats – 2023
General Counsel / Head of Legal

London, UK

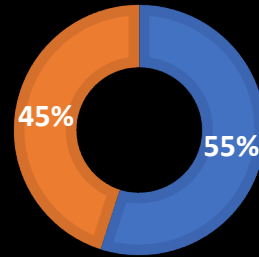
■ Female ■ Male



Average Tenure
4.1 years

Ireland

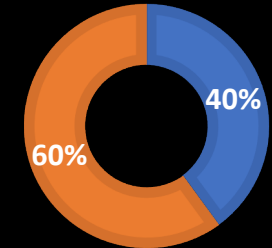
■ Female ■ Male



Average Tenure
2.3 years

New York, USA

■ Female ■ Male



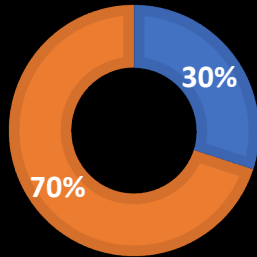
Average Tenure
3.2 years

**Stats as of November 2023, focused on financial services. **

Diversity & Tenure Stats – 2023
Head of Internal Audit

London, UK

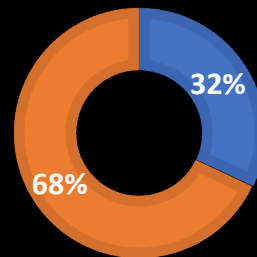
Female Male



Average Tenure
5 years

Ireland

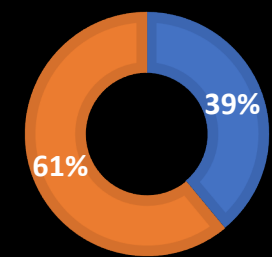
Female Male



Average Tenure
1.8 years

New York, USA

Female Male



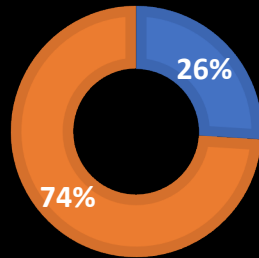
Average Tenure
3.3 years

**Stats as of November 2023, focused on financial services. **

Diversity & Tenure Stats - 2023
Chief Risk Officer / Head of Risk

London, UK

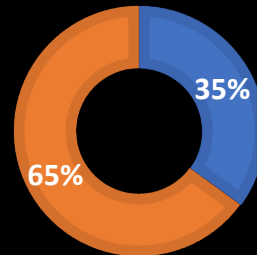
■ Female ■ Male



Average Tenure
3.6 years

Ireland

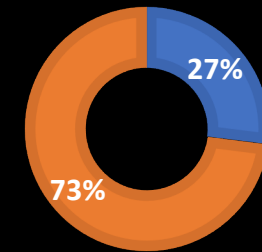
■ Female ■ Male



Average Tenure
2.2 years

New York, USA

■ Female ■ Male



Average Tenure
4.2 years

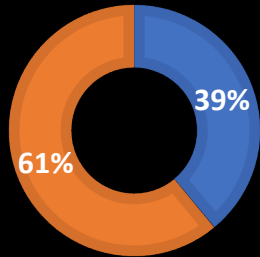
**Stats as of November 2023, focused on financial services. **

Diversity & Tenure Stats - 2023

Chief Compliance Officer / Head of Compliance

London, UK

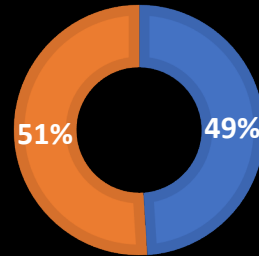
■ Female ■ Male



Average Tenure
2.4 years

Ireland

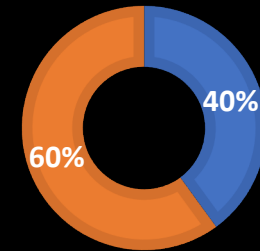
■ Female ■ Male



Average Tenure
1.8 years

New York, USA

■ Female ■ Male



Average Tenure
2.6 years

**Stats as of November 2023, focused on financial services. **

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

Locations

UK Office

CLARC Recruitment Limited
99 Bishopsgate
London
EC2M 3XD

+44 (0) 203 693 7251

contact@clarcrecruitment.com

[Map](#)

Ireland Office

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

+353 (1) 611 1535

contact@clarcrecruitment.com

[Map](#)

USA Office

CLARC Recruitment Inc.
401 Park Avenue South
New York
NY 10016

+001 (646) 360-0002

contact@clarcrecruitment.com

[Map](#)