

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 MEMBERSHIP PROVIDING CLIENTS WITH RECRUITMENT SERVICE QUALITY AND VALUE

In providing our range of recruitment services to clients, our membership of The Association of Professional Staffing Companies (APSCo) provides you with a trusted badge of service quality and value. To be accepted as APSCo members, our company was required to undergo over twenty quality reference checks across our operations with both clients and candidates and required us to commit to a strict code of professional recruitment conduct.

As an APSCo member, we are also required to complete a regular member compliance assessment which enables us to demonstrate that not only do we understand our legal and regulatory obligations, but also that we are working to best practice recruitment standards.

Being accepted as an APSCo member means that our clients can be assured that they are partnering with a professional recruitment firm that has a true understanding of their market sector, is committed to best practice compliance and quality standards, and is supported by an international trade body with best in class legal, compliance, training and market intelligence resources.

Our clients can also reap the benefit of our APSCo membership through specific client events and advice focussed on issues such as IR35 legislation; managing risk through the recruitment supply chain and becoming a disability confident employer.

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.

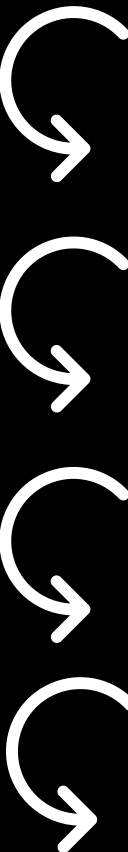
Following 10 years with a specialist recruitment firm Chris launched CLARC Recruitment in 2017 to offer a one agency solution covering clients Legal, Audit, Risk & Compliance requirements given the continued demand for firms in these areas. Email – chris@clarcrecruitment.com



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.

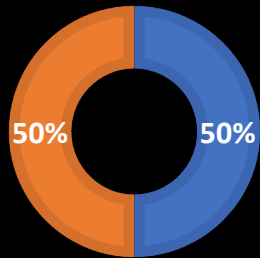
INTERVIEW manage the full interview process (virtual, in-person or combined). NB in the current market we strongly recommend clear, succinct & fast-moving interview processes to ensure a client does not lose out on the best candidates.

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

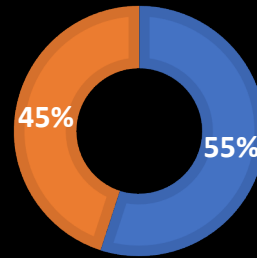
■ Female ■ Male



Average Tenure
4.1 years

Ireland

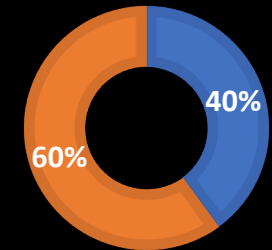
■ Female ■ Male



Average Tenure
2.3 years

New York, USA

■ Female ■ Male



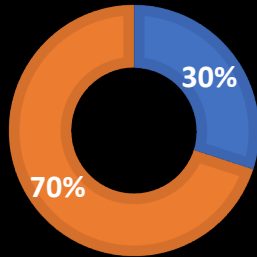
Average Tenure
3.2 years

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

Diversity & Tenure Stats – 2023
Head of Internal Audit

London, UK

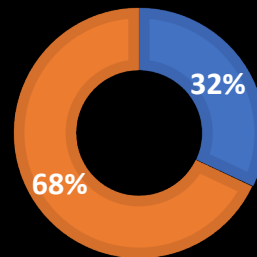
Female Male



Average Tenure
5 years

Ireland

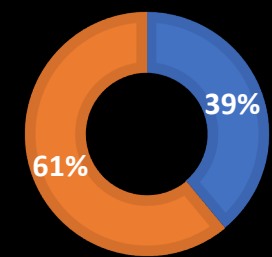
Female Male



Average Tenure
1.8 years

New York, USA

Female Male



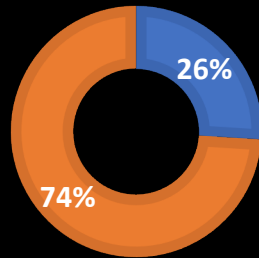
Average Tenure
3.3 years

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

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

London, UK

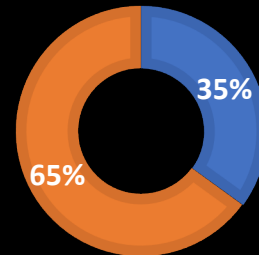
■ Female ■ Male



Average Tenure
3.6 years

Ireland

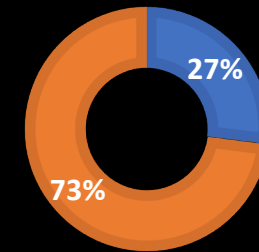
■ Female ■ Male



Average Tenure
2.2 years

New York, USA

■ Female ■ Male



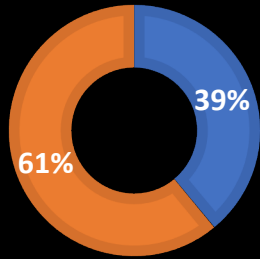
Average Tenure
4.2 years

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

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

London, UK

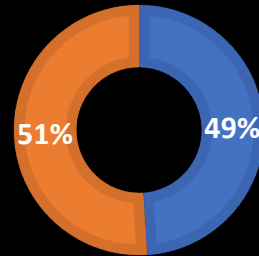
■ Female ■ Male



Average Tenure
2.4 years

Ireland

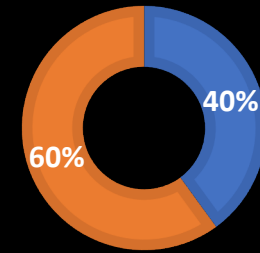
■ Female ■ Male



Average Tenure
1.8 years

New York, USA

■ Female ■ Male



Average Tenure
2.6 years

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

Locations

UK Office

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