



Enriching Talent.  
Supporting Change.  
Advancing Equity.

# Managing Director Candidate Pack

January 2025



# Welcome

As Managing Partner of Cadence Partners, I'm excited to invite you into a unique opportunity that goes far beyond a traditional leadership role.



We're not just seeking a Managing Director – we're seeking a visionary who will help redefine how organisations approach leadership, equity, and social impact. At this critical moment in our journey, we're looking for someone who sees beyond conventional business metrics to understand how strategic leadership can create meaningful change.

Our mission is bold: to unleash power and diversity in senior leadership by breaking down systemic barriers. The Managing Director role is central to bringing this vision to life – translating our commitment to social justice into innovative consulting solutions that truly make a difference.

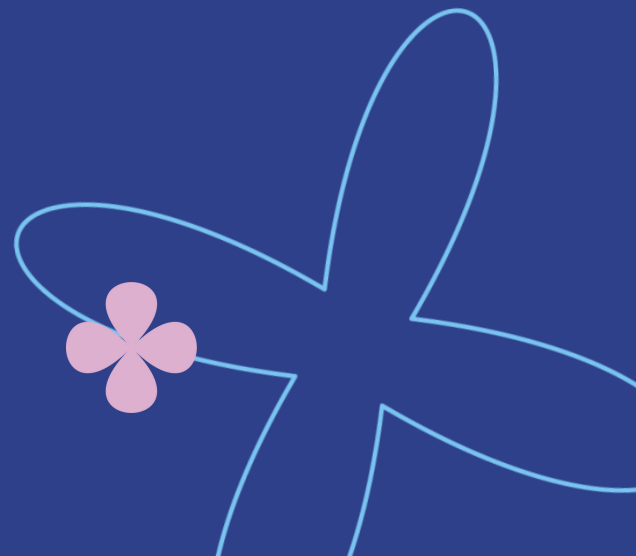
This isn't just about filling a position. It's about partnering with us to shape a future where leadership is inherently inclusive, purposeful, and transformative.

I look forward to exploring how your unique perspective and passion can help us continue to push boundaries and inspire change.

Warm regards,

**Shani Newbold**

Managing Partner at Cadence Partners



# Who We Are

## Our Vision

At Cadence Partners, we envision a world where there are no barriers for marginalised people at work. We want to see leadership which drives meaningful change, champions equity, and reflects the diversity of the communities they serve. We don't just fill roles; we redefine what leadership can achieve by embedding inclusion and innovation into every placement and consultancy project.

## Our Mission

Our mission is to unleash power and diversity in senior leadership. We believe that true leadership is not just about delivering results but about fostering positive social impact and long-term sustainability.

## Our Values



**United:** collaboration and collective wisdom drive our impact.



**Responsible:** Integrity and follow-through are at our core.



**Driven:** Relentless pursuit of excellence for our partners.



**Supportive:** Empowering clients, candidates, and colleagues alike.



**Brave:** Boldly challenging the status quo to drive change.

# Our Impact



## Transforming Leadership

Since our founding, we've helped hundreds of organisations across the charity, public, and private sectors to secure transformative leadership who not only excel in their roles but also shape the future of their industries. Our commitment to delivering exceptional results is reflected in the loyalty of our clients – 47% of them have returned to work with us on new recruitment or consultancy projects.

## Driving Equity & Diversity

Through our Justice, Equity, Diversity, and Inclusion (JEDI) initiatives, we help organisations build leadership teams that embrace the diversity of perspectives, experiences and identities found in society. In fact, over 85% of our placed candidates since 2020 coming from underrepresented backgrounds.

## Expanding Talent Pipelines

We actively build diverse talent pools by leveraging our extensive networks and innovative outreach strategies. By identifying exceptional talent from varied backgrounds, we ensure that organisations benefit from a rich diversity of experiences and perspectives that drive innovation and growth.

## Beyond Recruitment

Our work extends beyond placing exceptional leaders. Whether through leadership development or strategic advisory support, we empower our clients to achieve lasting impact and create environments where individuals and teams can thrive.

# About the Role

Cadence Partners stands at an exciting inflection point. As our new Managing Director, you'll be more than an operational leader – you'll be a transformative catalyst who will shape our strategic vision and drive meaningful change.

## What Success Looks Like

In your first year, we'll be looking for you to:

- Develop a forward-looking strategic roadmap that amplifies our unique value proposition
- Build deeper, more impactful client relationships across civil society, health, social care, and creative industries
- Foster a team culture that is simultaneously high-performing and inclusively supportive
- Identify and nurture new service offerings that address emerging market needs.

## Your Impact at Cadence

This role is fundamentally about leadership that transcends traditional management. You'll be:

- Building innovative solutions that break down workplace barriers
- Creating a dynamic ecosystem where social justice and business excellence coexist
- Translating our purpose-driven mission into tangible, scalable strategies.



## The Cadence Difference

Unlike traditional consultancies, we're not just delivering services – we're creating systemic change. Your leadership will be instrumental in ensuring that every project we undertake advances our commitment to unleashing power and diversity in senior leadership.



## Collaboration & Growth

You'll work closely with our Managing Partner, Shani Newbold, and a dynamic Senior Leadership Team committed to pushing boundaries. This is an opportunity for a visionary leader who sees business potential through the lens of social transformation.

## Beyond a Job: A Mission

This role is for someone who doesn't just want to manage a business, but wants to fundamentally reshape how businesses can be a force for equity and inclusion.

Are you ready to lead differently?



# Job Description

Job Title: Managing Director

Line Manager: Shani Newbold (Managing Partner)

Location: Hybrid with regular travel to London and Nottingham

## The Role

As the Managing Director of Cadence Partners, you will lead our business through its next phase of growth and impact; providing strategic and operational leadership to drive the company's expansion – developing and commercialising new products and services, deepening and expanding our customer base.

Reporting to the Managing Partner and Board, you will be responsible for delivering the organisation's vision, ensuring operational excellence, and building a sustainable, socially responsible business.

You will oversee all aspects of the consultancy's operations, including product and service development, client engagement, financial management, and team leadership. This is a unique opportunity for a dynamic and entrepreneurial leader with a passion for social justice to shape the future of a purpose-driven and ambitious business.

As a highly credible member of the senior leadership team you will develop robust and trusted client and candidate relationships within the scope of Cadence Partners' business plan, vision, and values – recognising the importance of your contribution when it comes to keeping our promises and delivering high-quality services.

You will ensure that Cadence Partners is distinguished as being leading edge and innovative in all it does and delivers on its commitment to EDI.

Cadence Partners is unequivocal about its organisational commitment to Diversity & Inclusion, embedded in the values and behaviours that enhance our working culture. An uncompromising personal commitment to working towards a fully diverse and inclusive working environment for us and our clients is essential for this role and comes ahead of all other requirements.

This specification is not exhaustive, and other tasks will be required in support of colleagues and the business as a whole.



# Specific Responsibilities

## Strategic Leadership

- Develop and implement Cadence's vision, mission and long-term strategic objectives as outlined in our business plan.
- Work closely with the rest of the SLT to manage financial performance – including budgeting, forecasting and reporting.
- Liaise with and regularly report to board members, investors and other key stakeholders on organisational performance and delivery to plan.
- Drive innovation and ensure Cadence maintains a competitive edge in our service offerings.

## Business Development

- Develop and enhance the company's portfolio of services, ensuring they meet the evolving needs of clients.
- Set competitive and sustainable pricing models that reflect the value of Cadence's services.
- Build and maintain strong client relationships, acting as an ambassador for the company and ensuring high levels of client satisfaction and retention.
- Act as a thought leader in executive recruitment, people consultancy and EDI.
- Represent Cadence Partners online and at industry events, networking opportunities and conferences in order to promote our services, attract and retain clients.

## Financial & Business Management

- Take full responsibility for the organisation's P&L, setting and monitoring budgets, forecasting, and ensuring financial sustainability.
- Identify and manage risks, ensuring compliance with legal, regulatory, and contractual requirements.
- Oversee the operational delivery of projects, ensuring they are executed on time, within budget, and to the highest quality standards.
- Implement and oversee effective project management processes to ensure consistent and efficient service delivery.

## Team Leadership & Development

- Lead, inspire, and develop a high-performing team, fostering a culture of collaboration, inclusion, and excellence.
- Recruit, develop and retain a talented team of consultants, support staff and associates. Fostering a collaborative, inclusive, and client-focused workplace culture.



- Support staff in their professional growth, ensuring alignment with organisational goals and values.
- Set performance goals and provide regular feedback and coaching to the team.
- Lead by example and ensure the team is supported in client management, project management, and assignment delivery.
- Be a proactive leader, recognising the needs of a growing business for flexibility, collaboration, and willingness to support colleagues as necessary.

## Person Specification

- Proven experience in leading and growing a business, with full accountability for strategy, operations, and financial performance.
- Strong track record in product and service development, including pricing strategies, in similar sectors/services lines – recruitment consultancy, EDI services, talent management and people services.
- Demonstrable expertise in project management, with the ability to oversee complex, multi-stakeholder projects.
- Experience in leading and developing teams, with a collaborative and inclusive leadership style.
- In-depth experience of business P&L management, including budgeting, forecasting, and financial reporting.

## Personal Attributes

- Visionary and strategic thinker with the ability to translate ideas into action.
- Entrepreneurial mindset, with the ability to identify and pursue new opportunities.
- Excellent communicator and relationship-builder, with strong influencing and negotiation skills.
- Results-oriented and resourceful, with a focus on achieving impact and driving change.
- Resilient, adaptable, and comfortable working in a fast-paced, entrepreneurial environment.
- A deep commitment to social justice and a strong understanding of EDI principles.
- Takes personal responsibility for making things happen.
- Leads by example and inspires and encourages others to learn and achieve.
- Shows integrity, professionalism, honesty and empathy.
- Brings intellectual and professional curiosity, an open approach to ideas, personal resilience and a high level of emotional intelligence.

# How to Apply

To apply, please submit the following to [md@cadencepartners.co.uk](mailto:md@cadencepartners.co.uk).

1. A comprehensive CV which demonstrates your match to the job description and role profile.
2. In a separate document, please also answer the following three questions based on role profile criteria (no more than 250 words per response):
  - Q1. Please outline your motivations for applying – why Cadence, why this role, and why now?
  - Q2. Can you please describe your best achievements in leading teams and businesses – what are you most proud of?
  - Q3. What experience would demonstrate your commitment to the principles of justice, equity, diversity and inclusion (JEDI)?
3. [Our Diversity Monitoring Form](#) which helps us to capture important data for reporting purposes. This will not be viewed by those making decisions about your application.

If you have any further questions relating to your application or the role more specifically, please contact us at [md@cadencepartners.co.uk](mailto:md@cadencepartners.co.uk). If you require the candidate material in a different format, or you'd like to submit your responses in a different format – such as video or BSL – please reach out.

Closing date: 12:00 noon, Wednesday 19 February.

Preliminary conversation with Rob Wright (Partner): Late February.

Interviews: Early March.