Advancement executive search

Values-led recruitment



Transforming teams for impactful fundraising, development and alumni development for independent schools, colleges, and universities.

Peridot

Why do we work in advancement recruitment?

At Peridot Partners, we are proud to partner with colleges, universities, and independent schools, enhancing fundraising, advancement, and philanthropic efforts by providing top-tier advancement recruitment services. Our tailored approach identifies professionals who excel in education development jobs, enabling your team to deliver greater impact in alumni relations, communications, development, and marketing.

Advancement professionals—whether in philanthropic fundraising, major gifts, alumni relations, or supporter engagement—are vital to driving alumni and societal engagement, inspiring transformative contributions to your institution's success. Yet, recruiting for education development jobs comes with challenges. Tight budgets, a constrained recruitment market, and external economic pressures create barriers to hiring.

Education institutions need agile, diverse and forward-thinking teams with the vision to secure philanthropic support from high-net-worth individuals, foundations, and corporations. An effective alumni relations and fundraising team doesn't just drive results—it ensures innovative solutions to challenges, delivering better outcomes for your organisation, students, and the wider community.

We can support you with the appointment of

- Deputy and Associate Directors
- Heads, Managers, Senior Officers etc
- Specialists
- Interim staff

Our extensive networks and bespoke processes allow us to attract exceptional talent for advancement recruitment and education development jobs. Whether you're looking to fill leadership roles or specialist positions, we provide a highly personal, values-driven approach to every search.

We specialise in placing professionals to support income growth, improve engagement, and drive diversity and inclusion. From leadership appointments to specialist and interim staff, our services are designed to build the teams you need to thrive.

Specialist areas we recruit to include:

- Alumni Relations
- Corporate Partnerships
- Data and Insight
- Development
- Donor Relations
- Events
- Gift Accounting
- Global Development
- Legacy Giving
- Major Gifts
- Marketing and Communications
- Principal Gifts
- Prospect Research
- Regular Giving
- Supporter Engagement
- Trusts and Foundations

The Peridot ethos.

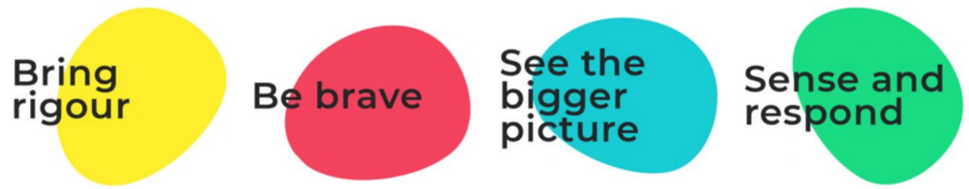
Placing purpose and quality before profit, Peridot Partners is an executive search company, transforming leadership and inspiring change for organisations with a social purpose.

Our values lie at the very heart of all we do, and this is reflected in how we do business and work with both our clients and candidates.

We don't set our consultants KPIs — instead, we focus on the quality of our delivery and building long-term relationships with organisations that reflect our values.

We work as a team to draw together our diverse knowledge and expertise, share our networks, and challenge traditional thinking to deliver better outcomes for our clients and candidates. We do not overpromise and will always be open and honest at each stage of the recruitment process.

Our values are pivotal and underpin how we work and what it feels like to work with us.





Investing in the advancement sector.

Attracting the best talent to any advancement team is paramount for an organisation to succeed.



1 Our proposal

We will work with you to understand your priorities and challenges, establishing the experience and skill set required to support and enable the success and sustainability of your organisation, now and in the future. We are advocates of having an open and honest conversation in a consultive manner and in the spirit of partnership.

2 Building the relationship

Through our comprehensive briefing process, we will get to know your organisation in detail and build a close partnership with you. We strive to ensure that our relationships are long-term, not just a quick fix. Our values uphold our ambition to maintain relationships with our clients as we work together to secure the future success of your organisation. Through this, we gain trust and can discuss opportunities with prospective candidates with both insight and integrity.



3 The search

We work with you to build a comprehensive digital candidate pack to provide all the information that a potential candidate needs. We provide weekly progress reports, detailing market feedback, candidate interest and any challenges experienced by our team – along with ideas as to how to overcome these, together. Every search we do is fresh. Whilst we have a comprehensive database which we utilise, we don't use this in isolation or just target the same candidates each time. We do our research, dig deeper and identify candidates that meet your bespoke needs.

At the end of the search period, we will provide a detailed report and assessment of all applications received. We assess skills, knowledge, and experience and work with you to agree to a list of candidates to be invited to interview.

4 Selection and assessment

We work with you to structure the next steps of the assessment and selection days, along with recommending interview questions and additional activities to gain assurance around candidates' suitability. This can be achieved through either a one or two-stage process, depending on the level or technical ability required. Our team manage interview scheduling and provide candidate support.

Your consultant will attend the interviews, and act as an advisor to the panel so that a full offer can be made to the selected candidate(s). Constructive feedback is provided to those who are not successful.

Our processes can be tailored to align with your organisations' recruitment procedures and ensure all appointments are accessible and inclusive to meet diversity and inclusion objectives.

> **"The Peridot team were a highly efficient team to work with. Queries were responded to in a timely fashion and any meetings held were conducted with clear purpose. There was a clear understanding of the brief and the pool of candidates provided came from a satisfactorily wide range. James and his colleagues were always willing to speak to potential candidates to help them understand the roles and the organisation. This was a real support to the recruiting department at a time of pressure. The department successfully recruited to four positions and Peridot played a major part in this process. We would like to thank Peridot for all their support."**
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> **Department of Development and Alumni Relations, University of Bath**

Diversity at our heart.

Diversity is at the heart of everything we do and is crucial to our success, reputation, and the organisations and people we work with. We have a position of influence as a recruitment company to make our positive contribution to change the systems that perpetuate discrimination, and with that comes a responsibility to do better.



We work tirelessly to ensure that we are leading inclusive campaigns and projects that can encourage all members of society to apply and know that they will be treated with decency and respect. We know that the sectors that our clients operate in are not as diverse as the many people that use their services, so we are committed to working in partnership with organisations across the not for profit sector to address this. Our commitment to building diverse organisations starts with us, and we are proud that women, LGBTQ+, people with disabilities and people from the global majority consider this a great place to work.

We believe that a more diverse higher education sector will provide better leadership, which will accelerate positive change in society.

As a partner, you can expect us to:

- Constructively challenge you if you have exclusive and restrictive criteria in your role profiles.
- Ensure the advertising materials for your role use inclusive language and imagery.
- Promote your role within sector-specific networking forums wherever possible (e.g. forums for women, global majority, disability and LGBTQIA+ networks).
- Put diversity at the heart of our projects, including when talking to your staff and board, to ensure we reflect the people and communities you work with and for.
- Challenge inappropriate behaviour, practice and comments where required.
- Make reasonable adjustments as needed.

Our partners value this approach, and we are proud to work with organisations that are leading the way in supporting some of society's most marginalised people.

We are constantly learning, updating, and challenging our own practices, views and beliefs on diversity.

Our advancement specialist.

Professional, highly experienced and empathetic, our team really love what they do. They know the education and fundraising sectors; they've worked in it and they continue to support it by finding the best candidates for your roles.

James Hunt
Head of Not for Profit Appointments
07711 405444 | james@peridotpartners.co.uk



James is a senior executive search recruitment specialist with two decades of expertise in successfully recruiting advancement professionals across the education sector, across alumni relations, fundraising, development, marketing, communications, and advancement services.

James is passionate about putting diversity, equity, and inclusion at the forefront of his work, from being a valued member of a diverse Peridot team to a member of our EDI Committee that critiques and improves practices both internally and externally. James supports candidates through their own recruitment journeys and guides clients at every step of the way to ensure a successful candidate appointment.

Throughout his recruitment career, he has embraced self-discovery of his own identity, accepted challenges and turned them into opportunities. James has learned to leverage his strengths and dedicates himself to helping others on their own paths. James explores qualities such as vulnerability, creativity and empathy because, to us, they are not just words; they are qualities we see in the people we place, and they make a difference in modern leadership, enabling charities to thrive, evolve and enhance their impact.

James is a charity trustee, a proud member of the LGBTQ+ community, neurodivergent, and an immigrant; he has been adopted by the UK, where he has made his permanent home.

99.39% of our clients rate our overall performance as good or excellent.

"James Hunt was our point of contact at Peridot from start to finish and was always responsive and proactive in our communications. He delivered exactly what he said he would do, and James and the team ensured that we recruited all 6 vacant posts. I always felt that Peridot took the time to listen to our requirements and respond in our own best interests. I particularly appreciated working with the same consultant throughout the whole process – not being handed off to a more junior member of the team once the deal had been agreed. James ensured that he was fully on top of the brief, and given that we had 6 very different roles to recruit, this was quite a feat.

It was clear that Peridot understood the long-term ambition of our team and why these roles were needed to achieve that ambition. For us, it was always about enabling our future philanthropic success, not just the transactional closure of recruiting a post, and I know Peridot understood that too. We will definitely work with Peridot again."

Bill Abraham | Director of Development, University of London

Our selected track record.

We are extremely proud of the organisations we work with and the positive changes they have made for their students and community. Here is a selected track record of some of our clients and the roles we have placed:

Bournemouth University	Head of Fundraising
Charterhouse	Associate Director, Major Gifts
Davenies	Fundraising Manager
Durham University	Director of Development & Alumni Relations
Eton College	Director of Development
	Deputy Director, Leadership Giving
Goodenough College	Director of Development and Alumni Relations
Imperial College London	Over 20+ Senior Advancement positions
King's College London	Senior Development leadership team (multiple roles)
London Business School	3x Senior Development and Major Gifts positions
London School of Economics (LSE)	Multiple Corporate Engagement Managers
	Head of Prospect Research
Saïd Business School	Associate Director of Fundraising
St Anne's College, University of Oxford	Director of Development
St Mary's University	Director of Development
Trinity College, Cambridge	Director of Alumni Relations & Development
University of Exeter	Senior Advancement leadership team (multiple roles)
University of Bath	Senior Advancement leadership team (multiple roles)
University of Birmingham	2x Senior Major Gifts Manager
University of Buckingham	Head of Campaign
University of Cambridge	Development (Major Gifts)
	5x Alumni Heads
University of Glasgow	Strategic Philanthropy Manager
University of London	6x Development and Alumni Positions
University of Manchester	Senior Development Officer, Transformational Philanthropy
University of Oxford	Multiple Senior Advancement positions
University of Roehampton	Head of Development
University of Sunderland	Head of Development & Alumni

Multi-role recruitment campaign track record.

Whether it be in the build-up to a major fundraising campaign, continued team growth, or staffing review and change, we provide significant experience in leading multi-role recruitment projects. We have worked with partners such as Imperial College London, London Business School, University of Cambridge, University of Oxford, and University of Warwick.

More recently, we have worked with the University of Bath to appoint its new senior advancement team during a significant growth phase and with the University of Exeter to appoint its new leadership team as it plans its next philanthropic campaign.

International search.

We recognise that future talent within your team isn't confined to the UK. Our clients can often explore experienced people from further afield and we are experienced in finding leaders and specialists globally.

A great example of this was working with Imperial College London. We have worked with Imperial College London on many recruitment campaigns, supporting their desire to search for high-calibre senior development professionals in the UK and internationally. Peridot targeted the best universities and colleges globally, as well as the highest-performing professionals in our network; both for direct approaches and networking purposes.

We successfully appointed to four senior positions, with three of these being international candidates. Our ability to network the opportunities, headhunt and act as effective professional ambassadors to the organisation assured we found uniquely skilled and high-performing individuals.

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