



## Odgers Berndtson: Our Healthcare Story

Because of the major changes set in train in the NHS in the early 2000's, Odgers Berndtson saw a need to help organisations find the best leaders, managers, doctors and nurses to take them through the new challenges of the 21st Century, and consequently set up a specialist Healthcare Search Practice in 2002. Formed of individuals who had held positions in the NHS and wider public sector it has always aspired to match the values and ethos of the NHS and other healthcare deliverers. Since its inception the Practice has led on some of the most important and prestigious appointments in the NHS – all conducted in the same spirit of enthusiastic partnership, diligence and professionalism, whether they be the Chief Executive of NHS England or the Chief Medical Officer, or the CTO or Estates Director in a small DGH. The last fifteen years have given us a unique understanding of the issues and a privileged position in the market. As the only firm of headhunters to work across the full spectrum of healthcare, we are well-placed to observe the key issues and challenges faced by organisations in the sector – and to help deliver solutions. Our global reach and our international offices in key healthcare economies give us a real advantage in understanding what good looks like in international healthcare and in sourcing the best candidates from a global pool. We have also established our HealthTech Practice to focus on the very specific opportunities which technology can deliver for the healthcare sector.

As our Search Practice continued to grow from strength to strength, we launched our market leading Interim Management Business which specialises in filling board and sub-board level roles providing organisations with an essential level of support for a fixed period of time. We have just launched our Interim Consulting business. More recently, our sister business Berwick Partners has taken on the recruitment of sub-board roles. We know and understand the healthcare sector at every function and every level – always seeking to develop our role as a trusted partner.





## ■ Our Commitment to Leadership Development

### **Our Leadership Ladder**

Our 'Leadership Ladder' programme aims to help and support individuals into their first Executive Board role. We now run a seminar programme for those individuals in the healthcare sector who would like to hear more about the requirements of working at Board level and the steps to take to explore opportunities further. These sessions also cover tips on working with headhunters effectively.

### **Becoming a Non-Executive Director in Healthcare**

We work extensively in the Chair and Non-Executive Director space in healthcare. We are constantly scouring the market to uncover non-executive talent for the sector. We are now running seminars for those individuals who are seeking to join the healthcare sector in a non-executive capacity.



#### ■ Carmel Gibbons

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