

# Case Study

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## At A Glance

### Challenges

- Limited candidate pool
- Short timescales
- Newly-established business

### Benefits of MERJE

- Extensive specialist Risk & Compliance network established over decades
- Existing talent partnership with the client
- Flexible payment options



*MERJE were really good at understanding our needs and have a good network to draw from.*

*Their relaxed and informal approach also really suited me.*

**John Tatham**

Finance & Investment Director

*The client*

## Director of Risk & Compliance in Real Estate Fund Management

### The Situation

Thriving Investments is a growing real estate fund management firm which is striving to be the **most socially responsible asset management business** in the housing sector.

At a pivotal point in the organisation's journey, when it had reached the scale at which it needed a dedicated person to **manage the FCA regulation and establish an adept risk management function**, the MERJE team were delighted to extend our existing partnership to support in the search for this critical role.

### The Challenge

Thriving Investments believes that **responsible and carefully managed capital investment** not only protects each fund's portfolio, but further generates value, which **helps to foster sustainable communities**.

With this in mind, it was vital that the appointed Director of Risk & Compliance had the breadth of experience to be able to not only build the risk management function from scratch, but **embed the "Responsible Investment" risk culture** across every level of the business.

With Thriving Investments being a newer and boutique organisation, the **personality and cultural fit** of the candidate was also vitally important.

The firm operates in the relatively specialist **Property Funds** market and was focused heavily on **London-based** options, meaning a limited **candidate pool**.

Thriving Investments also had **fairly urgent timescales** for this role, making the search a high priority.

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- ✓ **11 Weeks**  
Time to Hire
- ✓ **2:1**  
CV to Interview Ratio
- ✓ **7 Year**  
Client Partnership



*It's a testament to our truly specialist expertise that we were able to deliver on this critical role in such a short time frame.*

*We've worked hard to cement ourselves as industry specialists and are delighted to be able to fulfil projects like this so clients can achieve their long-term goals.*

**Ed Manson**  
Managing Director  
The consultant

## Director of Risk & Compliance in Real Estate Fund Management

### The Solution

MERJE has provided hiring solutions to Places for People (the group that Thriving Investments is a part of) for a number of years and as such, we were **recommended by group members** to support on the Director of Risk & Compliance project.

Our team has **decades of expertise across the Private Equity / Funds arena**, with networks spanning the whole of the UK and **consultants who specialise in London** specifically, meaning we were well placed to deliver candidates matching the stringent experience and location criteria.

We conducted a **highly targeted search**, covering all key Property Funds businesses in London, keeping in mind that people with backgrounds mainly in the big corporates may not thrive in the start-up environment.

### The Result

Having a **strong and experienced team** allowed us to dedicate sufficient resource to work effectively to the short timescales.

- **Five highly suitable candidates** were introduced within the first two weeks
- **All five candidates** went through a three-stage interview process over a two-week period
- **Two of the five** individuals stood out and were considered at offer stage

Ultimately, one candidate was offered the role and accepted quickly, meaning the process was **wrapped up smoothly** just a few days after the offer was extended and **well within the original timescales requested**.

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