

Actuarial,
Investment
& Pensions



Little things, big outcomes

igatalent.com

IGA Talent Solutions

WHO WE ARE

“We focus on building lasting relationships founded on trust, connecting the clients and candidates who can truly enrich each other.”

Private-equity backed, growth orientated specialist recruitment business, doubling in size each year

Servicing the Investment, Insurance, Risk, Technology and Business Change markets

Chaired by former BBC Dragon, James Caan CBE, founder of Alexander Mann and Hamilton Bradshaw

As specialists, we are able to demonstrate a depth of knowledge in our areas of expertise, both recruitment and industry awareness

Committed to delivering client and candidate satisfaction, we collect feedback throughout the recruitment process via an independent NPS system

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IGA Talent Solutions

OUR VISION

AT IGA, WE STRIVE:

To be recognised as the world's leading consultative recruitment brand

To be known for the honesty of our advice, the depth of our market knowledge, and the excellence of our performance

To be celebrated for our value-driven culture, our shared ambition and our collaborative approach

OUR VALUES



INTEGRITY

Integrity is the foundation of trust. We understand the impact of the choices we make, so we base every decision on honesty, transparency and a sense of fair play



EXCELLENCE

Performance depends on passion. At IGA, we bring commitment and enthusiasm to every project we embark on – and we hold ourselves to the highest standards possible



AGILITY

In a fast-paced globalised world, we have to be agile, acting quickly and adapting as we go. We take pride in our capacity to rapidly innovate and evolve to stay ahead of the curve, the market, and the competition

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IGA Talent Solutions

MEET THE TEAM



JAMES CRAVEN
Co-Founder & MD

In 2019, James co-founded IGA Talent Solutions, driven by a vision to improve recruitment in the financial & professional services sectors. Today, James juggles multiple roles: steering our expansion, leading our Investment, Insurance & Pensions teams, and ensuring the seamless financial and operational management of the business.

With an extensive 14-year career, James is an expert in executive and board-level appointments within the institutional investment & pensions market. His forte lies in connecting established companies with top-tier passive talent, a skill refined through collaborations with major fund management entities, global consulting firms, asset owners and pioneering SMEs. James excels in guiding high-growth SMEs through complex hiring processes, nurturing enduring partnerships that stand the test of time.

Beyond the corporate realm, James is an adventurer at heart. You'll find him scaling mountains, accompanied by his spirited orange poodle, or fettleing away underneath what he hopes will be a future classic car. He's also a budding connoisseur of Japanese whisky, although yet to decide if he's a collector, investor, or drinker.



LAURA HILL
Account Manager

As an Account Manager, Laura leads on projects for clients. Her personable approach and conscientious nature guarantees she takes the time to educate herself thoroughly on her clients' goals, ensuring their specific needs are met.

Laura has a proven track record in strategic planning. Working to clear briefs, she maximises on delivery using her knowledge and intuition to present unique ideas. With impeccable organisational skills and the ability to thrive under pressure, Laura is proficient in achieving outstanding results working for multiple clients simultaneously.

Laura specialises in:

- 1) Institutional sales
- 2) Professional trusteeship

Laura has extensive business experience in the UK and USA, having spent 9 years living in California. While located in LA, she worked in the high-end real estate market and headed her own business. Prior to joining IGA, Laura worked in sales & relationship management within the wealth sector.

Always operating with discretion and integrity, Laura advocates accessibility, diversity and inclusion.



OLIVER CLARK
Senior Consultant

Oliver specialises in placing mid-senior level candidates, across the UK and International markets within the Investment space with a Sustainability leaning. His clients are a mixture of consulting firms, asset managers, PE houses, pension funds, and infrastructure boutiques.

Clients come to Oliver for his service-centric approach, market knowledge and detail orientated style, ensuring that he deeply understands their requirements from both a skill-set and cultural perspective, resulting in unearthing talent that adds true value from day one. Before joining IGA, Oliver specialised in the Sustainability sector for an International Executive Search firm, placing candidates in over 8 countries.

Outside of work he loves to explore, be that traveling across the world taking in different cultures to going on long dog walks with his little Cockapoo, Basil (who is always by his side). He's also obsessed with all types of sport, be that watching Manchester United scrape a win to playing cricket for his local team.

IGA Talent Solutions

MEET THE TEAM



KATIE THOMPSON
Talent Sourcing
Manager,
Investment Team

Katie is responsible for sourcing highly qualified, professional candidates and matching them to senior assignments for investment advisory firms, fiduciary managers, asset owners and asset managers, who provide investment solutions to institutional clients

With 19 years' experience in in-house recruitment and customer service roles across Financial Services, Katie is passionate about creating an excellent client and candidate experience throughout the recruitment journey.

With a keen focus on inclusion and diversity, Katie enjoys building strong business relationships to truly understand client needs and deliver effective talent solutions. She is tenacious in sourcing high-quality candidates matching them closely with organisational values and culture enabling clients to truly meet their business aspirations.



GRAHAM BUTLER
Business Unit
Manager, Actuarial

Graham has worked within the insurance arena since 2010 and has experience across both the Life and Non-Life markets placing permanent and contract actuaries.

Graham has most recently been working with consultancies and industry leading clients, supporting them with regulatory projects such as Solvency II and IFRS17. Graham has built long-lasting relationships with many of the top companies which he has assisted in both the UK and further afield supporting business with all levels of recruitment from analyst to senior hires.

Due to Graham's strong relationships, he is often asked by clients to provide market intelligence and information on market trends to help support clients' recruitment processes and help streamline their recruitment activity to make sure they secure the best talent in the market.



PETER KNOWLES
Co-Founder
& MD

Peter co-founded IGA Talent Solutions with VC funding in 2019, growing the business to 30 employees and £15m + turnover in UK, Ireland and Switzerland.

He has 16 years' experience within the life and non-life insurance markets recruiting actuaries at a mid-to-senior level.

Peter is a commentator in Insurance ERM and Recruitment International magazine, and an advocate for good recruitment practice.

Peter's clients turn to him for guidance on strategic senior hires, contingent worker models, hiring processes and EVP.

IGA Talent Solutions

ACTUARIAL, INVESTMENT & PENSIONS



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ACTUARIAL, INVESTMENT & PENSIONS

ASSET MANAGEMENT

- Sales, Relationship Management, Portfolio Management, Risk, Quant, Analytics, Strategy, LDI, Multi-Asset, Real Assets, Credit, Technology, Climate and ESG, People & Culture

INVESTMENT CONSULTING

- Investment Consultants, Manager Research, Investment Strategy, Asset Transfers, Asset Allocation, Modelling, Technology, Climate and ESG, People & Culture

FIDUCIARY MANAGEMENT

- Sales, Relationship Management, Account Management, Portfolio Management, Strategy, LDI, Climate and ESG, People & Culture

ASSET OWNERS

- CIO, Portfolio Managers, Strategists, Analysts, Trustees, Pensions Managers, Finance, Climate and ESG, People & Culture

LIFE & NON-LIFE ACTUARIAL CONSULTING

- IFRS17, Solvency II, Actuarial modelling, Reserving, Pricing, Reporting, Capital, Climate Change and Net Zero, Actuarial transformation, ALM, M&A

TRUSTEE FIRMS

- Chair of Trustees, Trustee Directors, Outsourced pensions management, Governance, Sales, Shared services

IGA Talent Solutions

ACTUARIAL, INVESTMENT & PENSIONS

At IGA we tailor our talent solutions to align to our clients' needs. We recognise the importance of our clients' own culture, values and internal processes and ensure that our consultants respect and align their delivery accordingly.

We are able to offer a diverse range of recruitment services across:

Executive Search

PSL Supplier recruitment

Contingent/one-off assignments

Interim/Fixed Term engagements

Resource Augmentation

Recruitment consultancy solutions e.g. interviewer training, interview selection process advice, personality profiling



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IGA Talent Solutions DON'T JUST TAKE OUR WORD FOR IT...



“Amazing support from James throughout the process. He helped me to articulate my motivations, prepare me for interviews and gave an insight to the firm I would be joining. It felt great to have someone so knowledgeable about the industry and the firm in my corner. Thanks so much!”

Lok Ma, The Law Debenture Corporation PLC



“In my 30-year career, I’ve encountered many recruiters who didn’t meet my expectations. However, I then worked with Katie, who set a very high standard. Katie is professional, understood my needs, and always followed up to ensure things were going well. Her reliability and dependability make her stand out. My experience with IGA Talent Solutions was very positive. Thank you Katie!”

Dan Jatau, Liberty Global



“Oliver is a highly impressive consultant. He knows his market inside and out, was very clear throughout the process, managed expectations, offered clarity and is very on the ball. An extremely professional individual. The whole process was seamless.”

Matthew Rowe, Cardano



IGA Talent Solutions

DON'T JUST TAKE OUR WORD FOR IT...



“Laura has provided fantastic support during my application for a new role as an Independent Professional Trustee. Her knowledge of the firm I was applying for - in terms of the setup and the people involved - and the wider industry in general was invaluable in helping me to prepare. I felt a lot more confident throughout the process, and in making my final decision, as a result of her insightful input as well as her cheerleading!”

Lok Ma, Trustee Director at Law Debenture



“I’ve spoken to multiple recruiters during this job search and Graham was head and shoulders above the rest. Very responsive to questions and always giving me as much advice as he could along the way. I would definitely recommend Graham, he made this experience a far less stressful one so I appreciate that.”

Usman Khan, Capita



“IGA feel different to the other recruiters. They are like a trusted advisor, and are cognisant of your own style and needs. Having been both a candidate and hiring manager, I have experienced the value they bring to both parties and would always go to them first.”

Alice Boreman, Partner @ EY



IGA Talent Solutions

EQUITY, DIVERSITY AND INCLUSION

OUR APPROACH

Our aim is to create and champion diversity and inclusivity within our organisation, our clients businesses and society more broadly. We recognise and value diversity of thought and the enrichment that this brings to the debate. We aim to draw reference from the widest range of views and experience in order to create powerful outcomes for all stakeholders.

OUR COMMITMENT

We live and breathe inclusivity through our values

We encourage and support inclusive and flexible working arrangements to encourage all aspects of wellbeing, allowing individuals to be successful in both work and family life

We promote a working culture where Equity, Diversity & Inclusion are more than just words; They're fundamental values embedded in our attitudes and actions

We believe discrimination on the basis of age, gender, sexuality, neurodiversity, disability, race, religion, belief or any other form of prejudice, has no credence in the workplace

We believe in Corporate Social Responsibility and we are proud of our fundraising partnership with Smart Works, a fantastic charity that supports women from a range of different backgrounds and age groups into employment



Adam Purchase

IGA Head of Practice – People and Culture

IGA Talent Solutions

EMPOWERING OUR CLIENTS TO TAKE ACTION

Our mission is to help clients nurture the best ideas from the broadest group of people, in turn creating powerful, innovative teams without the blind spots homogeneity can bring. We help educate our clients to move from rhetoric and policy to taking action and becoming the change that they want to see.

BUILD COMMUNITIES

Engage talent pools of diverse candidates, through influential content and the promotion and celebration of inclusivity and human rights.



Capita celebrating International Women's Day

BE THE VOICE OF YOUR SECTOR

Lead the debate and challenge the norm within your sector. Speaking out against key issues and be an enabler of change.



Challenging bias and driving awareness of the value of career returners and returnship programmes. A collaboration between IGA and an industry body.

EDUCATE YOUR TALENT SUPPLY CHAIN

Your supply chain are the advocates of your employee value proposition. Are they educated? Are they aligned to your objectives?



Deloitte, Inclusion Pledge events outlining D&I priorities, sharing recruitment experiences and how it feels to work at Deloitte

For further information on our teams and the specialisms covered by IGA Talent Solutions please click on the links below

Change & Transformation



Contingent Hiring



Contract & Interim Solutions



Financial Crime



People & Culture



Technology



For further insights on our capabilities please contact James Craven on jcraven@igatalent.com or **+44 7920 754 939**

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