

The NED and Chair Headhunter List - 2026 Edition

Introduction

NED and Chair opportunities are often handled through a mix of board search firms, specialist executive search firms, advisory networks and sector-led boutiques. The market is relationship-led and can be hard to access without knowing which firms operate in which sectors.

This list is an **entry point to the NED and Chair search ecosystem**. It identifies firms that are active in board, trustee, Chair, NED and senior governance appointments, and summarises their sector focus and likely fit.

An accompaniment to this list for first time NEDs are the **Venture Capital and Private Equity lists** found of the Sideminds site. VC and PE firms often recruit NEDs with key skills to compliment senior teams and accelerate growth, with **TechCrunch.com** being one place where acquisitions are announced, signaling potential NED opportunities.

How This List Helps

This is an **extensive starting list** of NED and Chair search firms. It includes firm name, website, sector focus and recruiting areas. It is too large to contact outright, but it helps you understand the market and identify the firms most relevant to your background, sector and board ambitions.

Defining a recruiter, VC and PE shortlist is made easier using the Sideminds **NED AI Coach** and Sideminds **Tailored 121 coaching** programmes. These active trainers help you not just **hone your NED proposition, brand and CV**, but connect you with **named recruiters** relevant to you and show you how to activate your network quickly, easily and avoid **wasting time**.

Sideminds AI NED Coaching

Our AI NED structured career programmes use our expert knowledge and recruiter datasets to give you the insight, information and direction to position yourself for board, NED, trustee, advisory and Chair opportunities.

NED and Chair roles are very different from executive hiring. They rely on a sharper value proposition, evidence of board-level judgement, governance awareness, sector credibility and well-targeted visibility with the right search firms and networks.

You can **ask the NED AI coach anything**. It can help you define your board proposition, structure a NED CV or board biography, identify relevant NED and Chair search firms, and shape a targeted approach that fits your experience and ambitions.

The programme can also be supported by a **follow-up consultation with Gareth Helm** to refine your proposition, strengthen your CV and identify by name the recruiters, search firms and board connectors most relevant to your goals.

These **low-cost programmes** are designed to accelerate and sharpen your NED or Chair search.

Sideminds Tailored 121 Coaching

Building a portfolio career can be hard to navigate alone. Our fully supported coaching programmes provide senior C-suite support to help you clarify your goals, test your board readiness and build a practical route into NED, trustee, advisory or Chair work.

These programmes blend **coaching with experienced directional mentoring** when requested, so you have a clear plan and the confidence to act on it. If you are in role, this can include broader diagnostic testing and 360 degree feedback to understand your strengths, blind spots and future career options.

If you are between roles, the work can become **practical step-by-step activity** that builds momentum, improves focus and keeps you on track. This might include developing your NED proposition, building a board CV, mapping your network and creating a search firm outreach plan.

These structured programmes are **tailored to your needs** and generally include three to five one-hour 1:1 coaching sessions with prework.

Need More Help

If you would like a free 30-minute consultation to discuss the NED and Chair market or your wider career needs, please contact Gareth.

Gareth Helm

Gareth.Helm@Sideminds.com

Firm Name	Website	Sectors	Recruiting areas
4C Executive Search	https://4cexecutive.com	Energy, construction, transport, healthcare, manufacturing, utilities, finance, retail, hospitality, and technology	Board, CEOs, Chairman/NED
AIMS International	https://www.aimsinternational.com/uk	Executive Search, Leadership Development, Talent Management	Board
Altium Associates	http://www.altiumassociates.com	Staffing and Recruiting	Electronics, IT and Telecoms
AltoPartners	http://www.inzito.com	Aerospace, automotive, consumer goods, education, finance, government, healthcare, and technology	Chairmen, Chief Executives, Non-Executive Directors, Finance Directors, General Counsel and other main Board roles
Alumni UK	https://alumniglobal.com/harveynash-executive	Healthcare & Higher Education, TMT (Technology, Media,	Department of Health, NHS Trusts, Health, Social Care

Firm Name	Website	Sectors	Recruiting areas
		Telecommunications), Consumer & Industry	
Anderson Quigley	https://andersonquigley.com	Education, healthcare, not-for-profit, public sector	Executive Search, Interim Management
Audeliss	https://www.audeliss.com	Various industries	Executive Search, Board Appointments
August Leadership	https://augustleadership.com	AI, Data & Analytics, Aviation & Aerospace, Consumer-Packaged Goods, Education, Energy & Natural Resources, Financial Services, Human Capital, Industrial, Legal, Life Sciences, Marketing, Media & Entertainment, Mobility, Nonprofit, Private Equity, Professional Services, Retail, Technology & Innovation, Travel & Hospitality	Board, Not for Profit, Financial Services
Azura Search	https://azurasearch.com	CEO, CFO, and C-suite appointments	NED
Barracuda Search Ltd	https://www.barracudasearch.com/	Retail and leisure clients	Retail Board, Functional Heads
Boardroom Ready	https://www.smarter-networking.com	Various industries	Board Readiness Programs
Calibre One UK	https://www.calibreone.com/	Technology, financial services, healthcare, industrial, and consumer	Chair, CEOs, Board
Carbon	https://www.carbonsearch.com/	Financial services	Board
Clarendon Executive	http://www.clarendonexecutive.com/	Executive Search & Selection; operates in Northern Ireland	Board, C Suite
CMA Recruitment Group	https://www.cmarecruitment.co.uk/	Accountancy & Finance, HR, and Executive recruitment	Finance, NEDs
Directorbank Group	https://www.directorbank.com/	Executive & Non-Executive Search; serves Private Equity investors, their portfolio companies, and the wider mid-market	Board
Drax Executive Ltd	https://www.draxexecutive.com/	Executive Search; specializes in leadership appointments across various sectors	Consumer-facing businesses
Egon Zehnder	www.egonzehnder.com	Executive Search, Leadership Strategy Services, Board Consulting, CEO Search, Digital Transformation,	CEOs, CFOs, Chair, Diversity

Firm Name	Website	Sectors	Recruiting areas
		Executive Development, and CEO Succession.	
Ekim Consulting	www.ekimconsulting.com	Organizational Consulting, Executive Search, Interim Management Placement, Coaching & Mentoring; focuses on aligning organizational structures with strategic objectives.	Board, Private Equity
Elevate Talent UK	www.sriexecutive.com	Sports, entertainment, media, lifestyle, technology, and gaming sectors.	Sports, Media, Entertainment, NEDs
EMA Partners	www.executiveheadhunters.co.uk	Industrial, Technology, Financial Services, Energy, Healthcare, Consumer, and Government sectors.	NED, CFO
Equity FD	www.equityfd.com	Finance directors and CFOs into high-growth businesses, particularly within the private equity and venture capital sectors.	Chairmen for Private Equity/VC backed businesses
Equus International Limited	www.equusint.com	Engineering, Energy, Consumer, Pharmaceuticals, Not-for-Profit, Healthcare, Local Government, Education, Telecoms, and IT.	Board
Eric Salmon & Partners Ltd	www.ericssalmon.com	Business Consulting and Services; offers Executive Search, Executive Assessment, Board Assessment, Coaching & Mentoring, Succession Planning, Organizational Design, Leadership Advisory, Team Performance, and Board Services across various industries.	Consumer, Governance
Eton Bridge Partners	www.etonbridgepartners.com	Business Consulting and Services; provides Executive Search, Interim Management, and Business Consulting services across multiple sectors.	Board, NEDs
FWB Park Brown	https://www.fwbltd.com	Various industries	Executive Search, Board Advisory

Firm Name	Website	Sectors	Recruiting areas
FWB Park Brown Ltd	www.fwbparkbrown.com	Energy, Financial Services, Life Sciences, and Technology.	Board, Heads of Function
Goodson Thomas	www.goodsonthomas.com	Executive Search; focuses on public and not-for-profit sectors	Utilities, Infrastructure, Retail, Beauty, Manufacturing, Housing, Health, Education, Sport, Environment, Heritage, Professional Services
GTS International	www.gts-search.com	Global technology and supply chain sectors, providing talent solutions across various industries.	Board
Hanover	www.hanoversearch.com	Financial services, technology	Executive Search, Leadership Advisory
Hanover Search Group plc	www.hanoversearch.com	Financial Services, Insurance, Asset Management, and Wealth Management sectors.	Pensions, Investment, Risk
Heidrick & Struggles	www.heidrick.com	Financial Services, Healthcare, Industrial, and Technology.	Board, CEOs, and Executives within Consumer and B2B, and Group HR Directors
Heidrick & Struggles UK	www.heidrick.com	Financial Services, Healthcare, Industrial, and Technology.	Board, CEOs, and Executives within Consumer and B2B, and Group HR Directors
Holmes Noble	www.holmesnoble.com	Industrial, Aerospace & Defence, Transport, Infrastructure, Energy, Supply Chain & Logistics, and Private Equity & Venture Capital.	Logistics, Supply Chain, Procurement, Managing Directors, Functional Directors, Corporate Services, Human Resources
Horton International UK (Drake Darcy)	www.drakedarcy.com	Technology, Investment and Asset Management, M&A, Corporate Finance & Strategy, Investor Relations, Transformation, Procurement and Supply Chain, and Human Resources.	CFO, Finance, Infrastructure, Renewables, NED, Asset Management
HW Global	www.hwglobalpartner.com	Talent Acquisition Partner; offers advisory-based executive search and interim management solutions across various sectors.	Chair & NED
Intersearch UK (Green Park)	www.green-park.co.uk	Private, public, and third sectors.	Board, HR, Diversity & Inclusion
Inzito	https://www.inzito.com	Financial services, consumer, industrial, technology	Executive and Non-Executive Search

Firm Name	Website	Sectors	Recruiting areas
James Andrews Recruitment Solutions Ltd	www.jarsolutions.co.uk	Social Housing, IT, Property Management, Finance & Accountancy, Human Resources, Legal, Local Government, Construction, and Engineering.	Senior Management
Kingsley Gate Partners	www.kingsleygate.com	Aerospace/Defense, Automotive, Engineered Products, Industrial Services, Natural Resources, Power & Utilities, Process Industries, Transport & Logistics, and other heavy industries.	Board, Executive Search, Industrial, Transport
Korn Ferry	www.kornferry.com	Organizational Consulting; offers services in Executive Search, Leadership and Talent Consulting, Coaching, Talent Management, Executive Recruiting, Organizational Strategy, Assessment & Succession, Talent Acquisition, Leadership Development, and Rewards & Benefits across various industries.	Consumer Board, NED, Retail, Fashion, Travel, Leisure, Buying, Supply Chain
Kudos Recruitment Ltd	www.kudosrecruitment.com	Retail, Private Equity Recruitment, Real Estate, Property, Commercial Property, Finance, Marketing, Sales, Legal, eCommerce, and Logistics.	NED, Chairman, CFO, Luxury, Retail, Charities, Leisure, Property, Legal
Lygon Group	www.lygongroup.com	International education sector, providing services to educational institutions and related organizations.	Board, CFO, Diversity
Miles Advisory	https://miles-advisory.com	Commercial, government & public sector	Executive Search, Leadership Services
Moon Executive Search	www.moonexecsearch.com	IT, Charity, Engineering & Technology, Management, and Executive roles.	CEO, Chairs in VC high growth companies
MWM Consulting	www.mwmconsulting.com	Executive Search and Board Advisory; provides executive and non-executive search services as well as board advice to the world's	Board

Firm Name	Website	Sectors	Recruiting areas
		largest corporations, ambitious small and medium-sized businesses, leading private equity firms, entrepreneurs, and family-owned businesses.	
Narratology	narratologyexec.com	Professional Services, Banking, Insurance, Manufacturing, Agri, Engineering, Construction, Legal, Retail, and Business Services.	Board, Senior Management
Norman Broadbent	www.normanbroadbent.com	Consumer, financial services, industrials, TMT, life sciences, and private equity.	Board
Norman Broadbent Group Plc	www.normanbroadbent.com	Consumer, financial services, industrials, TMT, life sciences, and private equity.	Board
Northern Recruitment Group Plc (NRG)	www.nrgplc.com	Finance & Governance, Tech, HR Services, Sustainability, Marketing, Construction, Engineering & Manufacturing.	CEOs, MDs, NEDs, Finance, Sales & Marketing, HR, Operations, Supply Chain
Nurole Limited	www.nurole.com	Technology, Information and Internet; UK's leading Non-Executive Search Specialist, placing 800+ Chairs, NEDs & Trustees annually across various sectors.	Trustees
Odgers Berndtson	www.odgersberndtson.com	Various industries including Industrial, Financial Services, Healthcare & Life Sciences, Technology, and Consumer.	Financial Management, Board, CEOs
Per Ardua Associates Ltd	www.per-ardua.com	Financial services, providing talent solutions in both the Financial Services and Real Assets sectors.	Insurance, Consumer FS, Asset Management, Board Practice
Perrett Laver	www.perrettlaver.com	Education, research, non-profit, government	Executive Search
Redgrave Partners	www.redgravepartners.com	Business Consulting and Services; offers executive search, leadership & board recruitment, executive	Consumer Boards

Firm Name	Website	Sectors	Recruiting areas
		assessment, succession planning, and talent management services.	
Ridgeway Partners	https://ridgewaypartners.com	Business Consulting and Services; offers executive search, leadership & board recruitment, executive assessment, succession planning, and talent management services.	Executive Search, Board Appointments
Rowan Executive Search	www.rowangroup.uk.com	High-growth SMEs and mid-market private equity-backed businesses across various sectors.	Non Executive & Chair
Russam	www.russam-gms.co.uk	Interim Management and Executive Search; provides interim management, executive search, board practices, and leadership advisory services across various sectors.	NED, Trustees
Russell Reynolds	https://www.russellreynolds.com	Various industries including Financial Services, Healthcare, Industrial, and Technology.	Executive Search, Leadership Advisory
Russell Reynolds Associates UK	www.russellreynolds.com	Various industries including Financial Services, Healthcare, Industrial, and Technology.	CEOs, NEDs
Sainty Hird & Partners	https://www.saintyhird.com	Financial services, professional services, technology, public sector	Executive Search, Board Appointments
Sam Allen Associates	www.samallen.co.uk	Marketing, Digital, Communications, Media, Consumer	Executive and Non-Executive Directors
Sapphire Partners	www.sapphirepartners.co.uk	Executive search with a focus on diversity; recruits diverse candidates for executive, non-executive, and senior leadership roles across various sectors.	Board, NED, Diversity Hires
Savannah Group Ltd	www.savannah-group.com	Executive search and interim management; specializes in C-suite and director-level appointments, offering talent intelligence and transformation consulting.	Senior Executive and Non-Executive Finance Professionals

Firm Name	Website	Sectors	Recruiting areas
Saxton Bampfylde Ltd	www.saxbam.com	Private, public, and not-for-profit sectors.	Chair, Vice Chancellor
Sheffield Haworth Limited	www.sheffieldhaworth.com	Financial services, professional services, and technology sectors.	Managing Directors & Executive Board within Financial Services & Investment Banking
Spencer Stuart	https://www.spencerstuart.com	Various industries including financial services, healthcare, technology	Executive Search, Board Services
Spencer Stuart UK	www.spencerstuart.com	Executive search and leadership consulting; assists organizations in finding and developing leaders, improving team effectiveness, and supporting strategic or cultural transformation.	Board
Stanton Chase International	www.stantonchase.com	Global retained executive search and leadership consultancy; provides leadership solutions across various industries.	Diversity Boards
Taylor Harrison	https://www.taylorharrison.com	Healthcare, life sciences	Executive Search
Teneo UK (Ridgeway Partners)	www.ridgewaypartners.com	Executive search, board appointments, and succession planning; acquired by Teneo to expand its talent advisory services.	NED
The Good Board	www.thegoodboard.com	Purpose-led international executive search and leadership firm; supports the appointment and development of diverse boards and leadership teams.	Executive and Non-Executive Directors
The Up Group	https://www.theupgroup.com	Digitally-focused executive search, advisory, and networking firm; operates across Europe, working with VC-backed, PE-owned, and listed companies.	Executive and Non-Executive Search
Thorburn McAlister	https://thorburnmcalistar.com	Consumer, transport, food, services, property, building societies	Executive Search, Board Assessment
Trusted Advisors Partnership Ltd	www.trustedadvisorspartnership.com	Executive and non-executive board search; provides expertise in	

Firm Name	Website	Sectors	Recruiting areas
		recruiting board and senior-level executives for UK and international companies.	
Tyzack Partners	www.tyzackpartners.com	Executive search specialists; delivers leaders across various sectors with a high completion rate of searches.	Information, Communications, Professional Services, Compliance
Warren Partners	www.warrenpartners.co.uk	Purpose-driven, employee-owned search firm; focuses on building and supporting diverse boards and executive leadership teams.	NED, CFO, Building Societies, Wealth Management, Insurance, Pensions
Women on Boards UK	www.wbdirectors.co.uk	Non-executive director network; shares advice, encouragement, and board vacancy opportunities to support diversity in executive and non-executive leadership.	Women on Boards

Note: Every effort has been made to ensure the information is as accurate as possible, but firms, people and market focus can change. This public version excludes personal emails and named individual contact details. Use it as a starting point, then validate firm focus and contact routes before outreach.