



Wild Search



Experts in Education



Wild Search

Wild Search advises and supports values-led organisations, principally across the education and charity sectors.

Our work in education encompasses advising on the appointment of chief executives, heads and board members for a range of: privately owned schools and groups (in the UK and overseas); foundations and multi-academy trusts, higher and further education and education charities.

We also advise boards on strategic, organisational and financial reviews to ensure that they have the best structures and teams to deliver their vision.





Building Understanding

Our approach is based on building strong relationships and a thorough understanding of our clients, their vision, culture and strategic aims.

Our team has direct experience of educational leadership and we use that knowledge, alongside our broader, strategic awareness of the sector, to define the role and design a tailored, robust process that will identify the most suitable candidates and ensure the best of them are appointed.

During the research phase, we engage with candidates to assess whether their personal vision for education and ambitions align with the group or individual school.

Although Wild Search is best-known for executive recruitment, we also offer advice and research services, at both a domestic and international level, which identify strategic opportunities for Boards.

Wild Search Recruitment

We offer a thorough and confidential service working closely with each client, providing regular updates throughout the process through all media.

Research: Our team uses its direct experience of, and growing network in, the sector to undertake comprehensive research and to produce a strong shortlist of credible candidates. Our database of senior professionals allows us to connect with a broad range of candidates and identify those best-suited to each role. Before shortlisting, all applicants are assessed to ensure their personal values and track-record fit with the required brief.

Application & Interview: Once formal applications have been received, an executive summary is created and sent to the client. A shortlist is drawn up in close consultation with relevant parties and a comprehensive interview timetable arranged. A senior member of the Wild Search team will facilitate and oversee the interviews, as required and advise on assessments and interview questions. We also undertake referencing by phone and provide transcripts.

Offer & Completion: With years of experience in negotiation, the Wild Search team will manage the appointment process to completion.

Keeping in touch: once contractual terms are finalised, we can assist clients with communication to stakeholders and maintain a strong relationship thereafter.





Wild Search International

Increasingly, organisations are maximising their potential for strategic growth by diversifying their brands overseas.

If you require expertise in appointing a Head, Bursar or COO, setting up an educational institution abroad or finding senior team members, we bring the experience you will need to advise on any of these requirements.

Our team has advised a number of UK and international schools and schools' groups on senior appointments and is well-placed to draw on that experience to support an institution's overseas vision.

“After the challenging years of the pandemic, UK schools are once again looking to open new markets in Asia, such as Cambodia and Vietnam; indeed, we were delighted to advise on the recent appointment of the founding Head of Shrewsbury, Phnom Penh, as well as other new territories.”

Duncan Murphy, Director of Education

Wild Search Advisory

The Wild Search education team brings significant leadership experience, including guiding organisations through critical periods of strategic development, both within the education and charity sectors. As a direct consequence, we are well-qualified to provide reviews about remuneration, future growth and potential mergers. We pride ourselves in working with a variety of clients across different industries whilst maintaining our core values of integrity and respect.

Wild Research

We are firmly committed to widening and deepening our market knowledge and breadth of our sector understanding – both in our knowledge of individuals and institutions. Our thought leadership division, Wild Research, is central to that commitment.

Report contributors, all of whom are sector experts, provide us with a strong insight into the sectors with whom we work and a deeper understanding of our clients' context and requirements.

Since 2011, we have published 32 reports, the majority of which focus on education, notably governance, British schools abroad and the benefits of schools being part of a MAT or an investor-supported group.



Edward Wild, Director



Edward established Wild Search in 2010 following his earlier career in executive search with Odgers Ray and Berndtson. Prior to Wild Search he led the Board and Non Profit practices at a boutique search firm. He has advised a wide range of schools, MATs and education businesses and charities since 2004 and has been involved with education and charities as a trustee or volunteer since 1997. His early career was pursued in education, teaching at four leading independent schools and culminated in his appointment as the first ever Development Director of Hampton School (2001-4). He is the author of "School by the Thames" (James and James 2005) and has edited a wide range of reports on education, charities and agriculture and is a Governor of St Paul's Cathedral School.

Duncan Murphy, Director of Education



Duncan is an experienced educationalist who began his teaching career at Cranleigh School and progressed via Parkside, St Andrew's and Milbourne Lodge to become Head of Claremont Fan Court Preparatory School and most recently Chief Executive of Kingswood House School.

Duncan has combined his executive career with advisory work, notably for MTM Consulting. Duncan is on the boards of two independent schools and maintains a strong working relationship with their overseas investors. At Wild Search, Duncan works closely with Edward and our team on leadership and board appointments for both individual schools and colleges as well as groups, including Heads, Bursars and Development Directors.

Katherine West, Head of Research



Katherine West has a diverse background and is an experienced researcher, having worked both in politics (as a chief of staff for two East Anglian Members of Parliament) and in property. She was a Business Planner at the Environment Agency after graduating from the University of Hull in Estuarine and Coastal Science.

Katherine has a passion for young

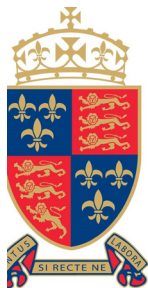
people and education, being a former chair of governors and is currently County Commissioner for Girlguiding Suffolk. She works closely with the Directors of assignment based research and on our thought leadership publications at <https://www.wildsearch.org/research>

Marion Afoakwa, Consultant Advisor

Marion is an experienced HR leader, whose most recent career was enjoyed within the Corporation of London as Assistant Director, HR and Corporate Change. She has a breadth of experience in developing and implementing strategic HR initiatives and tactical interventions, leading professional HR teams and coaching senior managers in

all matters relating to employment. Marion is also passionate about developing people and contributing to maximising the educational outcomes of young people. She is a Chartered Member of the Chartered Institute of Personnel and Development.





“We worked closely with Wild Search on the appointment of our first two key appointments to Shrewsbury School Phnom Penh. Edward helped us to develop our candidate brief, identify and engage well qualified candidates, took up references and negotiated the complex requirements and terms which are important in international schools' roles. This was a complex and time consuming project and I look forward to working with Edward and Duncan in the future and have no hesitation in recommending them to others.”

Charles Wong, Chair, Shrewsbury School Cambodia

“From day one, the help and support of all the team at Wild Search was exemplary. A difficult and challenging brief was provided, yet after an extensive search we achieved our objective and appointed two outstanding new members of my senior leadership team. When we need another team member, Wild Search will be at the top of my list to call first!”

John Southworth, Principal, MPW London; Chair, ISA



Mander Portman Woodward

Wild Research Publications

Wild Research has produced a number of publications that seek to inform, inspire and enable people to develop their understanding of all aspects of education. Of our 32 reports, the following are linked to education:

What Makes a Good Teacher (2021)

Exporting Educational Excellence: British Schools Overseas (2020)

Exporting Excellence: Creating Great British Schools Internationally (2019)

A Sum Greater Than Its Parts? Making Education Groups Work (2019)

Studying Success: The Role of Books in Higher Education (2019)

Universities Challenged? Embedding diversity, Empowering Institutions (2018)

World Class Education: A Report on the Educational Choices and Opportunities for High Net Worth Families in the UK and Beyond (2018)

Leading Women: The life, Legacy and Inspiration of Elizabeth Garrett Anderson (2017)

Education: The Greatest British Export (2017)

Sharing Resources, Securing Success: Making sure MATS and Education Groups Work (2017)

Building Better Boards: An Opportunity for Education (2015)

Standards, Freedom, Choice: Essays to Commemorate the 25th Anniversary of 1988 Education Reform Act (2013)

Stronger Boards, Better Education (2012)

Education: A Great British Export? (2012)

Who Governs the Governors? School Governance in the Twenty First Century (2011)



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