



# Caithness Consulting

## International Higher Education Executive Search

The higher education sector has become truly global, with Academics and Professional staff moving internationally to enhance their careers. Dramatic growth in new emerging markets, as well as the boom in education technology, has placed a premium on education leaders and key members of staff. Attracting innovative, experienced, and driven individuals remains the key to achieving excellence.

For over 20 years Caithness Consulting have provided a specialist consultancy service specifically focussing on Advancement/Development/Alumni Relations, Student Recruitment and more recently, Executive Education roles to Higher Education.

We have engaged with a range of institutions across the UK, Ireland and Internationally. Over that period, we have developed a solid understanding of the key roles in these areas and grown an impressive national and global network of experienced professionals to Director, VP and CEO level.

### Targeted Executive Search



While we maximise the benefits from the use of technology we are constantly striving to come up with new ideas and approaches to do what we do, but better.

We no longer rely on what eventually becomes an out of date and stale database of candidates, instead utilising powerful search tools where we can search for live candidates by discipline or organisation, nationally and internationally

### Value for Money



- We offer some of the most competitive feeing options in comparison to our competitors.
- Our Consultants are some of the most experienced in the sector.
- Our average time to conduct and complete a search is 4 weeks.

### People Centred



Where other recruiters utilise faceless analytics to identify candidates, we never lose sight of the fact that we are a 'people' business and developing personal relationships, whether with a client or a candidate, is at the core of what we do and is what defines us.

Our candidate searches are based on solid research, track record, referrals, recommendations, and subject knowledge.

### Access to our Networks



We will introduce you to a range of highly skilled and experienced candidates drawn from our comprehensive network of national and international contacts who form an integral part of every 'Search' we conduct. We use our sector knowledge and membership of professional organisations, such as the Chartered Institute of Fundraising, along with specific Special Interest Groups, nationally and internationally, to target particular skill sets.

**Our clients benefit from this extremely valuable resource of potential candidates as they represent on average 50% of all successful candidates shortlisted.**



# Additional Consultancy Support

We can offer value to your organisation through a wide range of consultancy support, through an introduction to Cairney & Company, [www.cairneyandcompany.com](http://www.cairneyandcompany.com) a global company of innovative and creative fundraisers, strategists, communicators, researchers, trainers and coaches, based in the UK, USA, Canada and Hong Kong, with whom we have previously worked.



## Who are we?

Caithness Consulting is led by Peter Caithness, one of the most experienced recruiters in the UK.

With over 35 years' experience sourcing and introducing talented individuals nationally and internationally, he has brought together a team of likeminded, highly experienced Recruitment Consultants to raise standards and to provide you, our clients, and candidates, with the level of professional service you should expect.



## Don't just take our word for it.....

Client from October 2020

“ Caithness Consulting are tireless in their efforts. Over our many years working together at different institutions, Peter and his team consistently delivers. No matter how complicated the search, the timeline, or the circumstances, they adapt, overcome, and get the job done.

**I cannot say enough about their professionalism and endurance in challenging environments and their ability to actively find dynamic global candidates. ”**



**Patrick McDermott**

Chief Engagement Officer - Thunderbird School of Global Management,  
a unit of the Arizona State University Enterprise



**Take the next step to meeting your future colleagues**

Giving us a call: Tel: +44 (0)1382 522919 / M: +44 (0)7803 513056  
visit our website [www.caithnessconsulting.co.uk](http://www.caithnessconsulting.co.uk)  
or get in touch via [info@caithnessconsulting.co.uk](mailto:info@caithnessconsulting.co.uk)



Caithness  
Consulting

