

Why Join Us.....?



The Plan

Est.2011 Trace is a Founder led Accountancy & Finance boutique Recruitment Consultancy. With an experienced core team, strong brand, loyal client base, and a Non-Exec with experience of buying and selling businesses.

Our plans over the next 4-5 years are:

- In early 2022 attract 3 future leaders for our teams & the business; Financial Services Permanent, Commerce & Not-for-Profit Permanent and Interim
- Open a Regional Office, to service SW/W England
- Double current headcount
- Continue to responsibly grow a business we are proud of to eventually sell. A transaction we want the whole business to benefit from



Our Culture

To put it simply, we've created an authentic, autonomous, trusted and collaborative environment where people actually enjoy coming to work and working together.

We partner with our clients and candidates, with a genuine interpersonal connection.

With our profiling tool PFIT and other assesment methods, we have the highest standards of service delivery and customer care.

We want to create great career opportunities and have fun along the way!



trace
Expert Accountancy Recruitment



Benefits

With a working base on Chancery Lane in Central London, we have a hybrid approach to working; 3:2 with Tuesday and Thursday routinely together.

- Monthly commission at 30% above threshold with a 1/4ly new business kicker
- 28 days annual leave
- NEST stakeholder pension scheme
- 1/4ly financial and social awards
- EMI scheme for leaders in the business
- £1000 per year professional development allowance
- Season Ticket Loans, Cycle to Work Scheme, Childcare Vouchers
- Access to an independent Mindfulness coach

The Leadership Team



Andy Lee

Founder with experience in large recruitment firms, internal recruitment and now 10 years running Trace. Day to day responsibility for C&I and NFP Permanent delivery. Passionate about growing the business responsibly, building a brand our customers trust and a great place to work.



Gareth Cowan

20 years' experience within the Financial Services sector in London. A champion of the boutique approach and specialises in recruiting senior-level positions across Banking, Asset / Wealth Management and Venture Capital. Passionate about representing outstanding businesses and candidates.



Gemma Smith

Specialist, and leader in Interim A&F, hiring the best talent across sectors. Loves recruitment, it's not just a transaction! Thrives in the fast pace of interim, likes complex hires and really enjoys advising people. Ambition is always to train people beyond the basics and in all the value-add a true Consultant brings.



Mal Pereira

CIMA Qualified Head of Finance, and in charge of Finance & Operations, with 6+ years of finance experience in the recruitment sector. Finance has always been central to our operation, enabling us to maintain a strong cash position over the years & invest at the right times.



Alistair Moore

Non-Exec Director, Chartered Accountant and original Founder alongside Gareth and Andy. Very experienced business person having bought and sold businesses over the past 15 years. General confidant and voice of reason when required.