



dixon walter

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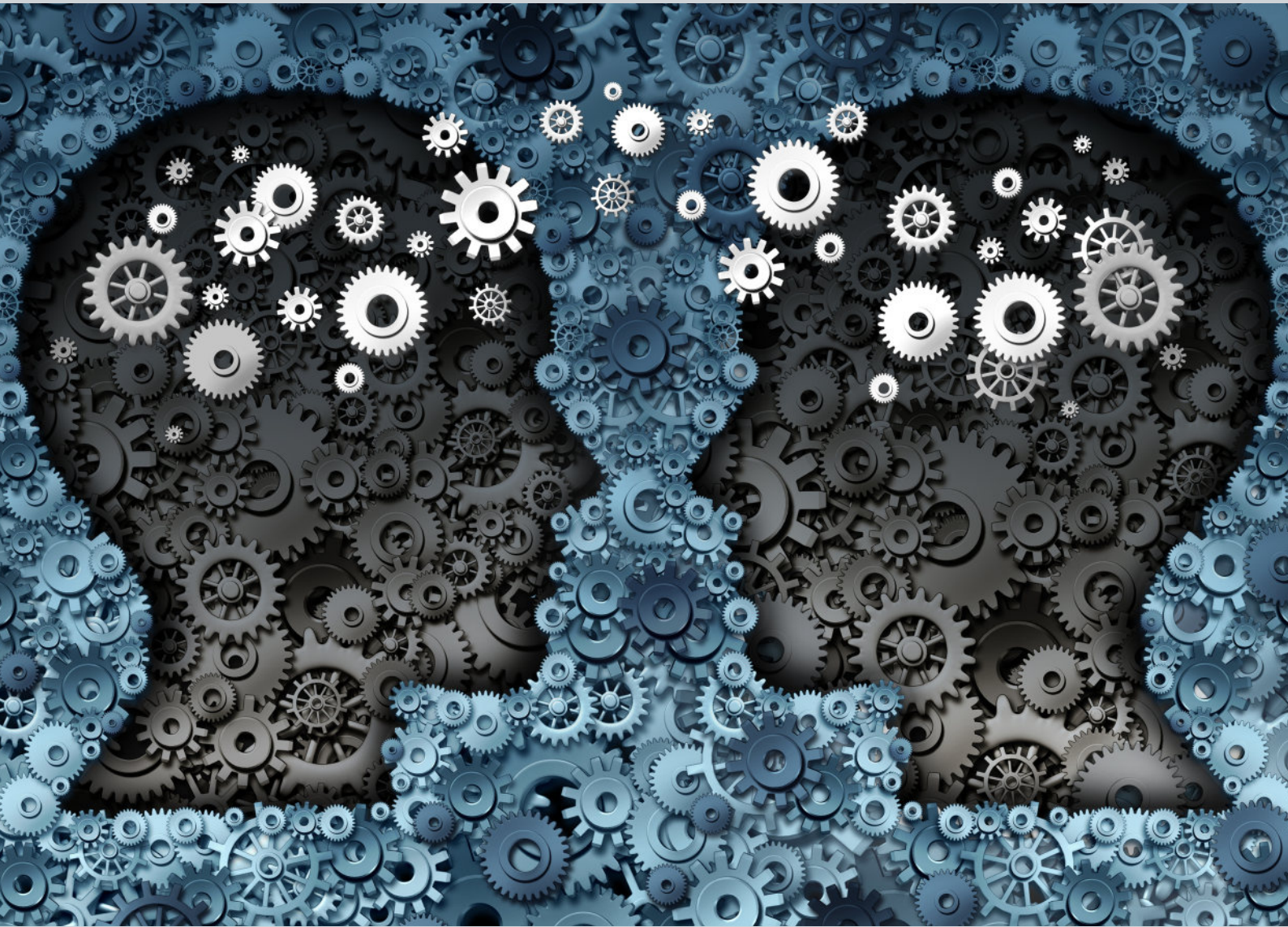
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## DEVELOPMENT AND FUNDRAISING EXECUTIVE SEARCH



*Building the sector through finding and developing  
exceptional talent*



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What we want to tell you

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# Executive Summary

## *The quick read*

### **ABOUT US**

Dixon Walter's Development and Fundraising Executive Search Service combines everything that you would expect along with an ongoing service, as standard, that supports you beyond the search. All of our consultants, including an experienced former Director of Development and Fundraising on the team, all bring significant experience and understanding of delivering high quality executive search.

We have a strong track record of finding talented leaders for the higher education and the non profit sector - often introducing completely new talent from across a broad range of sectors. We take our role seriously in helping to create the next generation of leaders and are committed to always starting a campaign with a fresh approach. We never just recycle candidates.

### **OUR FUNDAMENTAL PRINCIPLES**

To support our work, we have a firm set of fundamental principles: We take the time to understand the context; always conduct fresh and proactive searches for every campaign; are focussed on diverse and expansive searches each time; have proven experience with responsible consultants; are completely transparent and guarantee no surprises; offer a value added approach; only make step change appointments and provide a strong candidate experience.

In addition, we constantly monitor and evaluate our impact. Our dedicated research team is committed to gathering client feedback from the organisations we support and candidates so we can deliver the best possible experience.

### **OUR CORE EXECUTIVE SEARCH SERVICE**

Our service guarantees a deep knowledge of the sector, a consultative approach, price and value, quality and rigour, equality and diversity, covid-19 compliant, we act as an extension of your organisation, and always adhere to strict GDPR guidelines.

### **OUR ADDED VALUE**

To go beyond the search we spend considerable time speaking with and learning from industry leaders and influencers. This ensures that we maintain current understanding and high quality connections. This work has enabled us to understand how else we can best serve the sector.

Due to our own in house knowledge and experience we are also able to assist and advise on a number of related and essential areas that often impact on fundraising and teams. For example, role purpose and impact planning, volunteer fundraising strategy, personal development, succession planning and technical support.

We have had the privilege of supporting many great organisations and are keen to talk to you to see how we might help build your team, and as such continue to build a strong and vibrant sector.

# DIXON WALTER

*In the business of people, talent and exceptional teams*

**Dixon Walter are here to help you create financial sustainability and impact for your organisation by building talented and effective teams within the higher education and non profit sectors. We are passionate about building a strong and resilient sector.**

Dixon Walter was founded in 2015 as an Executive Search business with the primary aim of being a key collaborator, sounding board and critical friend to the higher education and non-profit sectors. To help institutions and organisations navigate through the big strategic challenges by actively seeking out the best possible talent.

Over the last six years, we have quickly, quietly and effectively established ourselves as a key partner to many institutions across the UK. We build long term relationships with Vice Chancellors, Chief Executives, Directors and influencers.

We find key talent and we nurture our potential candidates so that when we find an opportunity for them, we can act and act quickly. We have actively sought out and played a key role in placing nearly 200 of these most exceptional people. We know how critical these appointments are for the health and the delivery of the organisation - and these sectors.

We are constantly evolving and don't stand still. Regularly ask ing our clients, candidates and the market what they need. Continually asking questions we turn this vital data into our high quality and targeted service.

## Our Fundamental Principles:

- 1 Take time to understand the context.**
- 2 Conduct fresh and proactive searches for every campaign.**
- 3 Focus on diverse and expansive searches every time.**
- 4 Proved experienced and responsible consultants.**
- 5 Completely transparent and guarantee no surprises.**
- 6 Offer a value-added approach.**
- 7 Only make step-change appointments.**
- 8 The candidate experience.**

**"Excellent Executive Search is just like building a rocket. There are so many parts that need to come together for it to work. And when it does it is transformational."**

Mike Dixon, Founder and Director

# DEVELOPMENT AND FUNDRAISING EXECUTIVE SEARCH SERVICE

## *Responding to the changed landscape*

**We know that development and fundraising have great potential for building change and in line with this we established our specialist Development and Fundraising Executive Search service.**

2020 changed the landscape for many organisations in the sector and it is more important than ever that we have the right people leading the response. Our specialist Development and Fundraising Executive Search service is here to help with this.

Brexit, investment, student expectation, staff and user wellbeing, community and civic responsibility are all at the fore. Philanthropy and diversified income streams are more crucial than ever whilst ensuring we have the very best leadership talent to secure this. The identification and securing of talent is at its core but we also recognise that this is more that we can do to support you.

To make sure we have developed our service in line with the needs of the sector we completed a detailed study involving many industry leaders to find out exactly how we can support them, their organisations and the sector.

The result is a high level search service that compromises all the core elements that you would expect.

But we have worked hard to uncover what the extra value is that we can add to this and all as standard.

We have done the job and fundraising is not just about asking for money. We understand all the constituent parts of what is involved – Integrity, highly attuned leadership and communication skills, fearlessness, emotional intelligence, strategic and operational business planning, performance management network strengthening, opportunity spotting, resource capturing, resilience, and humility.

We take our role in helping to build the sector extremely seriously, seeing ourselves as being beyond just excellent search. We want to support these leaders and organisations along with helping to grow the next generation of talented heads and directors.

We have been told consistently about the importance of CPD, diversity, succession planning, candidate counselling, mentoring, knowledge sharing, upskilling, internal influence and benchmarking - amongst many others. As part of our service we can help with wider issues related to maximising the impact of the team.

Once we have found the right person for you we stay with you for the long term. Always here to offer a continuous sounding board, on-going support, up-to-date sector knowledge and to help you access wider services through our extensive network.

**"We do not simply 'recycle' from within the sector, but seek to promote the best from within it whilst introducing exciting talent from outside of it."**

Alan Walter, Founder and Director

# OUR CORE SERVICE

*The least you can expect from us*

## 1 DEEP KNOWLEDGE OF THE SECTOR

We make a point of watching carefully what is happening in the sector that you operate in. We make sure we stay connected and engaged with current issues, debates and knowledge.

And if we don't know, we learn.

## 2 CONSULTATIVE APPROACH

We understand that our services should enhance the recruitment process and take on those tasks that you cannot easily manage yourself.

Starting with an agreed brief, we then work with you, keeping you informed and continually consulted with. And we make sure that this is what you want and not what we think.

## 3 PRICE AND VALUE

We work hard to make sure we are always both competitive, commensurate with the market and fully transparent at the start of a campaign and with absolutely no hidden costs.

We understand that good executive search is a financial cost to the business.

## 4 QUALITY AND RIGOUR - OUR GUARANTEE

Each search strategy is started from a blank sheet of paper with a guaranteed fresh approach. All of our searches are international (unless specified) and cover a wide range of sectors - higher education, non-profit, public and private.

And crucially, we only make appointments that advance the cause of the institution and the sector.

## 5 EQUALITY AND DIVERSITY

At the start of each new campaign, we will work with clients to review and challenge any current diversity goals. We help you consider the current workforce profile, explore any evidence of under-representation of any given group/characteristic, and agree diversity targets or positive action steps for the campaign.

## 6 COVID-19 COMPLIANT

Staying COVID-19 secure is a priority. At all times we have complied with the government's guidance and we ensure that the team are all fully compliant with on going guidelines.

## 7 ACT AS AN EXTENSION OF YOUR INSTITUTION

We will always conduct ourselves with the highest professional standards.

Going beyond simple courtesy and attention to detail, we work hard to ensure that all clients and candidates are treated swiftly, fairly and confidentially.

## 8 GDPR

We fully adhere to GDPR and take the issue of confidentiality very seriously for the operations and administration of the campaign. We always comply with industry regulations.



# OUR ADDED VALUE

*We know we can do more to support you*

To complement and support our core search process, we have listened to the additional areas within development and fundraising that we can provide support with to help you maximise your investment with us. It's all part of the service.

## ROLE PURPOSE AND IMPACT PLANNING

1

Team structure analysis  
Role shaping  
Impact goal setting

Remuneration benchmarking  
Onboarding  
Evaluation

## VOLUNTEER FUNDRAISING STRATEGY

2

Team structure analysis  
Volunteer recruitment  
Board recruitment

Board support and coaching  
Board succession planning  
Volunteer support

## PROFESSIONAL AND PERSONAL DEVELOPMENT

3

Access to industry partners  
Access to membership bodies  
Mentoring identification and support

Mentoring identification and support  
Networking opportunities

## SUCCESSION PLANNING

4

Team development planning  
Talent spotting  
Developing an internal pipeline

Offboarding  
Building external relationships with  
next generation

## TECHNICAL SUPPORT

5

Prospecting and pipeline planning  
Case for support  
Budget setting and forecasting

Project management  
Impact and evaluation

# MONITORING AND EVALUATION

## *Ensuring quality and value*

**We constantly monitor activity to ensure the highest service standards to clients and candidates using a combination of methods.**

I received a platinum service throughout which was person centred, highly professional, diligent and supportive. Although I guess that much the same could be said for many senior recruitment professionals, Alan stands out. I felt that he was there at every stage of the process, offering constructive feedback and advice in a direct but supportive way; nothing was too much trouble. I had never met Alan before this recent process, but I would happily nominate him for an award for best Recruitment Consultant!

### **Candidate testimonial**

I've dealt with a lot of recruiters in my time - as both client and candidate - and I've come across some really outstanding, efficient, knowledgeable and considerate recruitment consultants. However, none more so than Emma, who was outstanding from the first phone call through to relaying the offer. Thanks, Emma, for your help. Kudos!

### **Candidate testimonial**

The person-centred approach that Dixon Walter take is refreshing and we have found that they are more than capable of unearthing outstanding candidate pools subsequently bringing together a competitive, diverse and extremely capable final interview pool.

**Professor Craig Mahoney - Client - Vice-Chancellor, University of the West of Scotland**

Taking on a full time fundraiser is a huge leap forward for us, so to have someone as professional as Liz to help make it happen has been truly great. After a pretty tough year, it's great to end on such a positive high.

**Craig Mathieson - Client - Founder, The Polar Academy**

I thoroughly enjoyed the whole process and this was entirely due to the thorough, thoughtful and proactive way that you managed me as a candidate. I felt supported and well informed throughout and your open and transparent approach was both refreshing and reassuring. I certainly felt at ease throughout and really appreciated the sense that we were working together to ensure the role was both right for me as well as me being the right candidate for the role. I would not hesitate to use your services if I need to recruit staff in the future and I would encourage prospective candidates to contact you. Yours would be the first number I would call if I were looking for a role in the future. Thank you for all you have done for me.

### **Candidate testimonial**

Dixon Walter were very good at taking and delivering a brief, and were very realistic. Feedback from the successful candidate has also been positive. I would definitely use Dixon Walter again for a similar role.

**Dr Paul Thompson - Client - Vice-Chancellor, Royal College of Art**



# OUR EXPERIENCE

*We have been there*



**Liz Dean-Stevens,**  
Executive Search Consultant

After completing a degree in Art History and a year-long solo trip travelling around Africa, Liz has had the privilege of working within the non-profit sector for nearly 20 years. In that time Liz has amassed considerable experience, knowledge and contacts within the higher education, charity and funding sectors.

Liz has held a number of successful director level positions primarily in philanthropy, fundraising, income generation and sustainability but also working across wider relevant issues – both the good and the challenging. Liz is well versed in the issues and intricacies of what makes a successful team that delivers impact.

Alongside her senior roles at Heriot-Watt University, the NSPCC and Inspiring Scotland, Liz has and continues to be active within the Institute of Directors and Institute of Fundraising. Liz now brings her expertise to Dixon Walter to help develop the newly established fundraising and development arm and to play a key role in building the capacity of sector by finding the best talent.



**Alan Walter**  
Director

A graduate of Birmingham University, Alan has specialised in executive search for over 15 years and has become an acknowledged expert in senior executive and academic appointments across the breadth of UK higher education.

Alan has a wealth of experience of senior and project management across the not-for-profit sectors including education, central and local government, social housing and museums and cultural sectors.

In higher education Alan has made many major keynote appointments nationally and internationally. And across all groups in senior academic and professional services that have all focused on step-change improvement in performance.

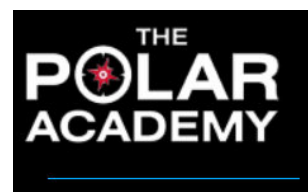
Alan, just loves getting under the skin of organisations and really understanding what it is that makes them tick. What still motivates Alan, today is what has always motivated him. Seeing the transformation that can occur through long lasting relationships, sourcing talent and being able to support the whole organisation.

# WHO WE HAVE SUPPORTED

*And we could not be prouder.*



University of  
St Andrews



# BUILDING THE SECTOR, TOGETHER

*By finding you the best talent*

We are making a difference to the sector with our track record and our approach of focusing on the fundraising and development ambitions of a number of institutions. Our aim is that by working together long term we can support you with finding the best possible talent and our added value service.

We will combine the Dixon Walter approach, conversations with the sector and in-house fundraising and development experience and knowledge, and together we will help build the sector.

We are always delighted to have the opportunity to learn more about the organisations in the sector and to share a little more about what we do here. If you think that we might be able to work together, or if you just want to have a chat about what is happening in the sector, we are always here. And are always delighted to hear about some of the great things going on.

Take good care and stay safe,

Liz Dean-Stevens  
Executive Search Consultant

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