



“Placements with Purpose”

A Review of Our Most Impactful Leadership Recruitment Appointments Over the Years...

Recruiting exceptional leaders is our core business, however sometimes our placements go on to deliver over and above. Since our inception in 2014, we've been thrilled to witness the impact our leadership appointments have made for our clients, and we're excited to share some of those who've made the greatest difference. Recruiting such talented and purposeful leaders is an honour and a privilege for our team and we wholeheartedly congratulate them for their successes in our client's organisations.

Over the coming pages you'll read about the successes of a selection of candidates we placed with some of our most valued clients, as well as some the 'Ones to Watch' from our more recent placements over the last twelve months. A huge thanks to the leaders who've agreed to participate. We hope you enjoy.



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“Placements with Purpose”



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Langley Alloys

2016

Leadership Profile...

Candidate Placed: Rodney Rice

Role Appointed: Director of Business Development

Client: Langley Alloys

Year: 2016



Time-served Metallurgist to accomplished BD Director

Langley Alloys are a long-established, global metals business with a rich history spanning nearly a century. With operations in the UK and US, their innovations in specialist metals for demanding applications, support customers across a range of global industries. Sherrington identified Rodney through a retained recruitment campaign for Langley Alloys, commissioned in 2016 by the CEO and Chairman. Requiring hard to find technical metallurgical expertise and strategic business development and marketing experience, the search required a highly targeted approach.

Having served at an international metals group in a wide variety of senior positions, Rodney had both the formal qualifications and breadth of experience that would be valued in this very different setting. Specialising in high performance alloys, and selling on a global basis, Rodney has seen his remit extend from Business Development, to managing the UK distribution facility, to now also overseeing the USA facility. Langley Alloys has seen its turnover grow from £6M to £40M in that period.

Rodney Rice

"Sherrington Associates were the consummate matchmaker, taking me from a safe corporate environment into a highly commercial privately-owned business, where the personal fit and soft skills were as important as the CV. This has allowed me to thrive, broadening my role during a period of sustained growth."

Leadership Profile...

Candidate Placed: Louise Towers

Role Appointed: Global Chief Financial Officer

Client: Bikmo

Year: 2018



CFO takes Tech-SME through multiple funding rounds

Bikmo are now a leading player in the bicycle insurance market, but in 2018 when they engaged our support they were still very much emerging on the scene. BCorp certified and founded in July 2014 by cycling enthusiast David George, the business has rapidly created a reputation as a leading provider of cycling insurance products that enable customer's to simply 'ride more'. In 2016 the business won the coveted 'Best Cycling Insurer' award at the Insurance Choice Awards and recently opened new premises in Zurich, Switzerland. Recruiting Bikmo's first CFO was a privilege for Sherrington, and witnessing Louise's impact over the last seven years has been a joy to watch. After seven incredibly impactful years, Louise leaves Bikmo this year to lead innovative energy storage business Storelectric as their new CEO. We wish her every happiness and success in the new role.

Louise Towers

"After the best of times I'm now hanging up my Bikmo helmet. I'm so proud of the journey we've shared, from a small team working out of a cramped office in the centre of Chester to a 50-strong workforce spread across Europe. Bikmo is now market leading and I'm grateful to have played a role in that growth. Over the past 5.5 years, I led and closed three institutional investments, securing over £11m million in funding, whilst navigating challenging economic times. Maintaining our focus on sustainable growth has been key to success. Thanks to Hiscox, Development Bank of Wales, Puma Growth Partners and all the Angels for being part of that. A huge thanks to Sherrington Associates for their support in finding and recruiting me for Bikmo. They have since also recruited me as a Non-Executive for regional investment fund, MSIF. Witnessing the value their 4A Assessments brings to the recruitment process was inspiring. Thanks!"

Leadership Profile...

Candidate Placed: Christine Granger

Role Appointed: Business Development Director

Client: Indigo Art

Year: 2018



Sales Director delivers year-on-year growth for client

Established in 1981, Indigo Art has a long-standing reputation of designing, creating, and supplying high quality artwork installations for a wide range of customers. With clients across several sectors including multinational hotel chains and large cruise lines, through to smaller privately-owned restaurants, pub groups and care homes.

In 2018, the business commissioned Sherrington Associates to recruit a new Business Development Director to spearhead the commercial growth of the business in new and existing markets. Requiring an experienced candidate from within their industry, Indigo's owners knew they'd need a professional headhunter to deliver the search. Following a successful search campaign, Chrissie Granger was appointed bringing a wealth of experience from a key competitor. Since joining Indigo, Chrissie has grown company turnover to record levels by driving sales revenue, as well as improving process efficiencies and building a new CRM.

Christine Granger

"At the time I was approached I wasn't looking for a new position and was fairly happy in my current role. Having Rob and the Sherrington team acting as a mediator, it felt easier to have frank and honest discussions about what I was looking for. The move was the best decision I made and very grateful to Sherrington for making it happen!"

Leadership Profile...

Candidate Placed: Nick Rowlands

Role Appointed: Regional Operations Director

Client: Bilfinger UK

Year: 2019



From 'off-the-market' Operations Director, to VP

Bilfinger are a €6Bn global engineering business with over 30,000 employees worldwide. Their UK subsidiary has been a Sherrington client since 2017 and we've recruited multiple director-level and senior manager positions for them since. In 2019 they approached us to recruit a new Regional Operations Director for the South of England.

Nick was happily leading European operations for another industrial engineering company when he received an unexpected call from Sherrington about a new opportunity. Intrigued by Bilfinger's growth ambitions, he knew he wanted to be part of it. Initially recruited as the Regional Operations Director for the South of England and Wales, Nick managed a portfolio of substantial industrial engineering and maintenance contracts for Bilfinger's clients before being promoted to Vice President of MMO (Maintenance, Modifications, Operations), taking on the overall responsibility for Bilfinger's UK maintenance business.

Nick Rowlands

"The call from Sherrington about Bilfinger's ambitious growth plans sparked my interest. Joining Bilfinger as Regional Operations Director for the South of England and Wales allowed me to manage a diverse portfolio of industrial engineering and maintenance contracts. Being promoted to Vice President of MMO in early 2025 has been a rewarding challenge, and I am excited to lead our UK maintenance business, driving innovation and excellence with a team of 4,000 dedicated colleagues."

Leadership Profile...

Candidate Placed: Steve Hill

Role Appointed: Head of Automation Sales

Client: Bilfinger UK

Year: 2020



From ‘*Sorry, not looking*’ to global promotion...

Having received a discreet approach from Sherrington Associates about a new senior management opportunity, Steve’s initial response was “thanks but I’m happy”, but having read the carefully crafted recruitment pack showcasing our client’s opportunity, Steve engaged and was ultimately appointed as Head of Automation Sales at leading industrial services outfit, Bilfinger. Initially a UK role, Steve’s tenacity in post impressed and within two years was promoted to Global Strategic Development Director for the €4.5billion engineering giant, a role in which he went on to develop and successfully deliver multi-million Euro Hydrogen plant projects, as part of a small team as well as working to deliver a major partnership agreement with ABB in the BeNe region and the UK.

Steve Hill

"I was approached by Rob and the team about a role at Bilfinger and, initially, being very happy with the role I had at the time, was reticent to move forward, however, Rob took the time to introduce what Sherrington's were about and this encouraged to me to move forward. After just over a year in the initial role, I was promoted to a Global Director role, which I was challenging and rewarding in equal measures.

Rob's support and mentoring throughout the process was critical and I was so glad he had taken to time to understand my drivers and what was important to me. Without hesitation, I would recommend the services of Sherrington to any prospective employer looking for executive recruitment services."

Leadership Profile...

Candidate Placed: Mike Watson

Role Appointed: CEO

Client: Active Cheshire

Year: 2020



CEO delivers post-Covid impact plan for health charity.

Active Cheshire are a physical activity charity whose mission is to embed physical activity into all aspects of everyday life by 2040. They are a multi-award-winning charity funded by Sport England, that are passionate about positively changing the lives of the people in their region and beyond.

In 2020, Active Cheshire retained Sherrington Associates to recruit a new CEO. At a critical point in time following the emergence of the Covid-19 pandemic, the charity needed a search partner who could deliver results under exceptional circumstances. Following an exhaustive search of third sector leaders in Cheshire, Mike Watson, former CEO at Cheshire FA was appointed.

Since joining Active Cheshire in early 2021, the charity is now three years into a new five-year system partner contract with Sport England, and has just renewed a further two year extension to their contract with the NHS. Mike as been pivotal in building the new culture, developing a clear long-term strategy, securing funding and forging new partnerships with private and public sector organisations across the region. Since this appointment Sherrington have also recruited five new Trustees for Active Cheshire as part of a successful board recruitment project.

Mike Watson

"Working with Sherrington Associates was a really positive experience from start to finish. Rob's communication was clear, always delivering on promises, making the process a way to navigate. The end of the process wasn't when I started, the continued support and leadership development opportunities were a real bonus and set Sherrington Associates a step above the rest."

Leadership Profile...

Candidate Placed: Richard Godsland

Role Appointed: CFO

Client: Inprova Group

Year: 2021



From aspiring FD, to award-winning CFO...

When Sherrington came knocking back in 2021, Richard was happily working as Group Financial Controller at Placefirst, managing the finances of seventeen group companies. After several conversations with our consultants and following an extensive selection process, Richard was appointed as Finance Director with one of our oldest clients, Warrington-based, tech-enabled, BCorp procurement provider, Inprova Group.

Following his appointment, Richard went on to support the growth of Inprova Group by optimising the finance function, successfully completing an MBO within a year of his appointment and playing a strategic role in the leadership team. Richard received recognition for this by winning the North West Finance Director of The Year 2023 (up to £25m T/O) at the North West Finance Awards. This ultimately leading to his promotion to Chief Financial Officer in early 2024. Since recruiting Richard, Sherrington also have recruited a new Marketing Director for Inprova Group. We wish the team every success moving forward.

Richard Godsland

"Typically, the jump from FC to FD is the most challenging move to make in a Finance oriented career. That being the case, it was imperative Sherrington Associates not only supported me through the process but believed in my ability. I received both in abundance, which gave me the confidence to deliver a considered, diligent and strong performance at each stage of the recruitment process. Rob and his team were professional, friendly and honest throughout the process. A super recruitment partner!"

Leadership Profile...

Candidate Placed: Kate Gilmartin

Role Appointed: CEO

Client: British Hydropower Association

Year: 2023



From trade body CEO to energy Non-Executive

Sherrington's first assignment for BHA (the industry body for Britain's hydropower and tidal sectors) was ten years earlier. Having recruited the previous CEO, we were again retained by BHA in 2023 to appoint a new replacement after ten years. After an exhaustive search campaign, Kate Gilmartin was appointed. BHA's Chairman Alex Reading commented at the time... *"Rob exceeded expectations on both CEO searches which were ten years apart. We look forward to welcoming Kate to the BHA."*

Two years in post, with notable early successes including rebranding BHA and elevating hydropower within the government's clean energy agenda, Kate was asked to join the board of new government startup Great British Energy, one of five new board members appointed to start the publicly-owned clean-energy company chaired by Juergen Maier CBE.

Kate Gilmartin

"As CEO of the British Hydropower Association, my key achievement has been focussing on enabling the BHA to be more visible, strategically focused and a strong and influential voice for hydropower, pumped storage, and tidal range. I've been laying the groundwork for sector growth through a new manifesto, rebranding, evidence-building, and a targeted political engagement strategy both ahead and post the General Election. Working with Sherrington during the selection process was a really positive experience, informative, personable and professional."

Leadership Profile...

Candidate Placed: Kate Johnson

Role Appointed: CEO

Client: Sefton Palm House Preservation Trust

Year: 2023



Arts & culture leader takes helm of Sefton Palm House

The Sefton Park Palm House (SPPH) is a Grade-2* listed, Victorian era building boasting a large collection of exotic plants from across the globe. SPPH has a rich history in the city of Liverpool dating back to 1896 when it first opened to the general public.

When approached to recruit their new CEO in 2023, Sherrington managed a targeted search and selection exercise to attract leadership candidates working in relevant third, private and public sector organisations in Liverpool. After an extensive search campaign, Kate Johnson of National Museums Liverpool joined as SPPH's new CEO in mid-2023. Since joining as CEO, Kate has worked with the board and team to develop the organisational mission, vision and strategy, and has restructured the organisation to enable growth, fulfil its charitable purpose and sustain income generation. Looking to the future, Kate is focused on delivering a social and economic impact assessment and developing the architectural masterplan for the site. Our team wish Kate and the Palm House team every success for the future.

Kate Johnson

Working with Sherrington's was my first experience of working with an executive search company. My application to SPPH was also my first CEO application, so I was not sure exactly what to expect from the process, however, it was such a positive experience. I felt supported throughout each stage, which enabled me to grow in confidence and determination to succeed. I was delighted to be appointed into role following the experience of working with Sherrington and the recruitment panel"

Leadership Profile...

Candidate Placed: Morag Horne

Role Appointed: Head of HR

Client: Compass Minerals

Year: 2023



HR leader joins global mining company...

Compass Minerals is a leading global provider of essential minerals including salt, sulphate of potash and magnesium chloride. The group is US-owned and is also developing a sustainable lithium brine resource to support the North American battery market. The UK business headquartered in Cheshire operates the largest salt mine in the country and contacted Sherrington in 2023 to recruit a new Head of HR.

Appointed as the retained executive search partner, Sherrington executed a challenging brief to recruit an accomplished industrial HR leader with experience of leading a HR function within a unionised environment with similar health, safety and commercial challenges. A very successful search led to Morag Horne being appointed as Group Head of HR. Since joining Compass Minerals, Morag has built strong working relations with both the leadership team and the employees, improved company engagement and communication and headed up Learning and Development for both Compass Minerals and DeepStore.

Morag Horne

"Rob and his team are truly professional in all regards when it comes to candidate engagement and attention to detail. Taking the time to get to know a candidate and fully share the position available in great detail only adds to the confidence a candidate has in pursuing the opportunity. Joe and Rob are in constant contact and a true pleasure to deal with."



The Ones to Watch...



A selection of our recently appointed leaders with an exciting impact journey ahead of them...

Over the last eleven years, we've been fortunate to work with some incredible clients across a range of sectors, appointing senior leaders in a range of key positions, as well as assembling new teams and boards, and the last twelve months has been remarkable. Supporting clients in a wide range of markets from financial services, shipping and logistics, energy, food, tech, manufacturing, engineering, charity and care, reflecting on our recent work is a reminder that robust executive search really is about the relationship we build with our client, far more than sector specialism.

Due to client confidentiality, it's not possible to publish details of all our appointments, but here's a selection of some of our most notable recent placements. Knowing the strength of their experience and alignment to our client's organisation, we're looking forward to seeing them flourish in post over the coming years. A huge thank you to all our clients old and new, and to the leaders for graciously agreeing to participate in this article. Good luck for the future!



Greater Manchester
Moving > ^ < v



Enterprise
Cheshire +
Warrington

Marketing
Cheshire



Leadership Profile...

Candidate Placed: Steve Purdham

Role Appointed: Chair of Business Advisory Board

Client: Enterprise Cheshire & Warrington

Year: 2024



Chair & new board leads drive for devolution...

Following the transition from C&W LEP to Enterprise Cheshire & Warrington, in 2024 Sherrington Associates were asked to recruit a new Chair and Advisory Board comprised of influential business leaders, to provide crucial first-hand insights to help the Joint Committee of Local Authority Leaders shape local economic policy. An extensive search campaign resulted in new Chair, Steve Purdham being appointed to lead the board. As a serial entrepreneur, Steve had previously founded, scaled and sold trailblazing cybersecurity firm SurfControl Plc, at one point valued over £1 billion and selling for \$400m in 2007.

Steve brings a unique perspective to the Chair role of Cheshire & Warrington Business Advisory Board, having been curious—but unconvinced—about working with the public sector. Now, he leads the charge in bridging business and policy to help drive sustainable growth in the region. Focused on skills, decarbonisation, innovation, and infrastructure, Steve champions collaboration, proving that the right partnerships can make Cheshire and Warrington a true economic powerhouse. We look forward to seeing the new board's impact in time and wish Steve all the best.

Steve Purdham

"Working with Sherrington during the recruitment process was a fantastic experience. Rob guided me through each stage with professionalism and respect, ensuring I had the clarity and confidence to make informed decisions. Rob took the time to understand my concerns—especially as I wasn't convinced I was the right fit for the role initially, helping me see the potential. His thoughtful approach and expert insight ultimately led to a great outcome."

Leadership Profile...

Candidate Placed: Richard Thomas
Role Appointed: Non-Executive Director
Client: Merseyside Special Investment Fund
Year: 2024



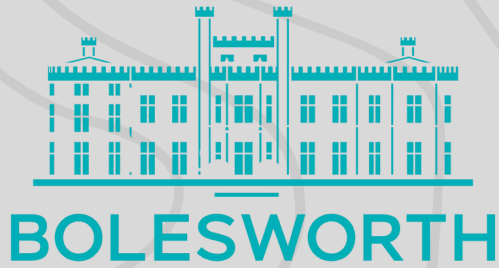
Investment board strengthens with appointment of well-respected regional lawyer...

MSIF, is a Liverpool based independent, private investment fund, created in 1994. MSIF's prime objective is to provide a wide range of debt and equity funding to small and medium sized businesses predominately within the Liverpool City Region but also operating across the wider North West. River Capital, a wholly owned subsidiary of MSIF with its own board, acts as the principal Fund Manager.

Following a detailed governance review in 2023, MSIF approached Sherrington in 2024 to manage the recruitment of two new Non-Executive Directors to join their board. The search would require knowledge and experience of the regional funding landscape, with an emphasis on appointing one board member with a strong track record in finance, and another with a background in professional services. An exacting search campaign managed by Sherrington's Founder and MD, Rob McKay, resulted in two new NEDs being appointed; Louise Towers, at the time CFO of Bikmo, and Richard Thomas, Partner at DTM Legal, joined in early 2024 and are already making an impact. We wish them every success.

Richard Thomas

"Having met Rob in various capacities over the years, he identified a role, that I was not looking for, but which suited me perfectly and I jumped at the opportunity. This is testimony to Rob's permanent awareness and perception of prospective candidates for the roles Sherrington manage. Having been identified by him and also used him for a high-level search for DTM Legal, I have seen both sides of the operation and have enjoyed positive experiences with each process."



Leadership Profile...

Candidate Placed: Rachel Scott

Role Appointed: Director of Marketing & BD

Client: Bolesworth

Year: 2024



Attractions leader joins leading events company...

Bolesworth Estate, set in the heart of the Cheshire countryside, has been under careful stewardship of the Barbour family since 1856, and is a wonderful example of rural diversification. The vast Bolesworth Estate is home to over 150 residential properties. In recent decades, Bolesworth has diversified from its' core origins as a farming and property portfolio, to include a world-class events venue with a leading reputation in equestrian and motor events, and a new and growing leisure business, including pubs, holiday lets and a range of leisure activities.

In late 2023, Bolesworth's Chair approached Sherrington to discuss a crucial assignment to recruit a new Director of Marketing & Business Development to shape sales and marketing strategy for Bolesworth's events, leisure and hospitality businesses. A meticulous search of the landscape for senior marketing leaders in the attractions and leisure sectors resulted in a successful appointment. Former Head of Marketing at Knowsley Estate in Liverpool, Rachel Scott, joined Bolesworth in May 2024, already making a positive difference in the business. The Sherrington team look forward to seeing Rachel's continued success at Bolesworth.

Rachel Scott

"When I was first approached about the role at Bolesworth, I was immediately struck by Joe's thoughtful and thorough approach. He took the time to go well beyond the job specification, offering real insight into the role and the business. Joe's commitment to finding the right fit for both candidate and client was clear from the outset. His tenacity and encouragement that ultimately convinced me to take that first meeting with Bolesworth. Throughout the entire process, Joe provided outstanding support, honest feedback, and genuine guidance — his approach was second to none."

Leadership Profile...

Candidate Placed: Caroline Grime

Role Appointed: Head of Finance

Client: Greater Manchester Moving

Year: 2024



Chamber finance lead joins Manchester health charity.

Greater Manchester Moving (GM Moving) are a Greater Manchester charity with a clear purpose to change lives together through movement, physical activity and sport. In early 2024, Sherrington Associates were approached by GM Moving and invited to participate in a competitive tender for the appointment as retained search partner to support the charity in their quest to recruit a new Head of Finance.

As the most senior finance person in the organisation, the role required an experienced finance leader with knowledge of the nuances of regulated charity finance and the ability to lead an established team and work with trustees. An extensive search resulted in the appointment of Caroline Grime, formerly Finance Manager at Greater Manchester Chamber of Commerce. Both the executive and the board of Trustees have fed back extremely positively about Caroline's first year and we wish her every success for the future.

Caroline Grime

"I want to thank Joe for his continuous support in finding me the step-up role I was looking for. His passion for the business and role he was recruiting for really shone through and his support before the interview made the process so much easier. He worked diligently with me and my new employer to negotiate an offer that we were both happy with, championing both sides. Joe has continued to provide support during the period before I start my new role, ensuring I will feel confident as I start this new chapter. I would recommend Joe to anyone looking for recruitment support."

Leadership Profile...

Candidate Placed: Joe Humphreys
Role Appointed: BDM – Novel Foods
Client: FERA Science
Year: 2024



Food science expert joins leading testing outfit...

Fera is the Food & Environment Research Agency, a private-public JV providing scientific and regulatory support services to customers in the food and farming sectors. Widely regarded as leaders in food science their work covers chemical regulation, crop health, food safety and environmental science.

Having already supported Fera with several key searches, Fera approached Sherrington in 2024 to recruit an experienced candidate to lead the growth of their Novel Foods business, a highly technical brief that required a targeted headhunting approach to engage candidates from a small number of industry competitors. A successful search resulted in the appointment of Joe Humphreys, vastly experienced in food testing and Vice Chair of The Council for Responsible Nutrition. Since joining, Joe has successfully driven commercial growth across Fera's authenticity, origin, and food safety service portfolio, helping to expand our reach into new markets, cultivating strategic relationships and identifying new opportunities that align with Fera's mission to safeguard food systems and supply chains. Joe now aims to grow into a leadership role, driven by work that has a meaningful impact on safety and sustainability in an increasingly complicated world. We wish him well in his future career with Fera.

Joe Humphreys

"When taking the initial call from Sherrington, I wasn't sure if it was the right time to move, however the professionalism, honesty and openness displayed by Joe Onions left me feeling extremely excited about the potential role. His support and guidance through the recruitment process was hugely invaluable and I would highly recommend Sherrington to anyone."

Leadership Profile...

Candidate Placed: Julie Woolmer

Role Appointed: Chief Operating Officer

Client: Franklyn Financial Management

Year: 2025



Transformation leader at BCorp portfolio management outfit joins leading financial services firm...

Franklyn Financial Management was established in 1999 by Andrew Chatterton, founder and Managing Director. Having grown organically through exemplary client care and outstanding advice, of approximately 2,500 St. James's Place practices within the United Kingdom, Franklyn are now the one of the top 20 largest in the country, managing over £470m of funds on behalf of their HNW clients.

In late 2024, Franklyn's owners approached Sherrington Associates to carry out a retained executive search campaign to appoint a new Chief Operating Officer to lead the operational delivery functions of the business. Carrying out targeted research of the UK financial services market, Sherrington's team assessed leaders from a wide spectrum of financial services, fintech and professional services companies. Julie Woolmer, former Chief Integration & Transformation Officer at BCorp financial company Superbia Group, was appointed as Franklyn's new COO in early 2025.

Julie Woolmer

"Joe supported me throughout the process, ensuring I was fully informed and well prepared for the various stages. Joe was everything you need in a recruiter; knowledgeable, friendly, approachable, discreet and accessible (particularly outside normal working hours which is very important when you're balancing the process with a full time job). I would be happy to recommend Joe and Sherrington Associates."

Leadership Profile...

Candidate Placed: Ian Moore

Role Appointed: Chief Commercial Officer

Client: Enterprise CMA CGM

Year: 2025



CCO joins world's third largest shipping company...

Established in 1978 in Marseille, today CMA CGM is a global player in sea, land, air and logistics solutions. With revenues of circa £33bn (2022), their team of 155,000 colleagues operates from over 400 offices in 160 countries worldwide and are known for their pioneering and highly ambitious company culture.

In 2024, CMA CGM's uk business retained Sherrington Associates to recruit a new Chief Commercial Officer, as a key member of the UK&I Executive Leadership team. The Chief Commercial Officer would be primarily accountable the strategic leadership of all Sales activity for the UK Agency and would be a key figure in representing the CMA CGM Group's business interests, representing the UK Agency at Group level and regularly engaging with Executive Leadership in both Regional Office and Head Office in France.,

Sherrington carried out an international headhunting campaign to identify and attract senior leaders from across the maritime and logistics sectors and appointed Ian to CMA CGM in early 2025. We wish him every success in his first year in the business.

Ian Moore

"Working with Joe Onions at Sherrington Associates during my job placement was a fantastic experience. He was consistently professional, maintaining clear and timely communication throughout the process. I particularly appreciated their proactive approach and understanding of my specific needs. I wouldn't hesitate to recommend Joe to anyone seeking a skilled and reliable recruiter."

Leadership Profile...

Candidate Placed: Gary Pamment
Role Appointed: Managing Director
Client: Enterprise Amore Care Group
Year: 2025



Medical services MD joins leading care outfit...

Founded in 2018 by entrepreneurial care sector leaders Ian McDougall and Gareth Potsig, Amore Group is now a leading regional player in the health and social care sector. With an impressive growth story over recent years, in 2024 the owners approached Sherrington Associates to recruit a new Managing Director to lead their largest subsidiary, a regulated complex care business with revenues of approximately £11m and a plan to quadruple revenues over the next five years.

Having grown a business based on strong values and a customer-centric approach to the way they deliver care, they needed a leader with strong values alignment and a search partner with an adeptness for assessing culture fit between employer and candidate, as well as scrutinising the specific leadership competencies required for the role of MD. Sherrington's team commenced a targeted search of the complex care sector across the UK, as well as relevant adjacent sectors. After an exhaustive search culminating in a shortlist of strong care leaders, MD of medical training business NorWest Medical, Gary Pamment, was appointed to Amore Group and joins the business in April. Our team wish him every success in the new role.

Gary Pamment

"Having worked with Sherrington Associates recently on my appointment as MD of Amore Complex Care where I join in April this year, I would highly recommend Joe as an excellent leadership recruiter. I received excellent communication and support throughout the process."

Leadership Profile...

Candidate Placed: Jamie Christon

Role Appointed: Chair of Advisory Board

Client: Enterprise Marketing Cheshire

Year: 2025



Zoo CEO becomes new Chair of LVEP Advisory Board.

Marketing Cheshire is responsible for building an effective tourism and place marketing strategy, promoting the sub-region nationally and internationally to business and leisure visitors, and investors. We are the Local Visitor Economy Partnership (LVEP) for Cheshire and Warrington working closely with Visit England and neighbours including Liverpool, Manchester and North Wales, to enhance and grow tourism across the sub-region.

Having worked with Sherrington Associates previously to recruit a key executive director, in early 2025, Marketing Cheshire approached Sherrington Associates again, this time to assemble a new advisory board to provide strategic guidance and insight to help shape Marketing Cheshire's work, promoting Cheshire as an incredible place to live, work, study and invest. Sherrington Associates successfully appointed five new Board Members from across the local visitor economy, as well as new Chair, Jamie Christon, also CEO of Chester Zoo. Jamie and the new board meet as a team for the first time in April and will go on to advise on key issues affecting visitor economy businesses in the area. We wish them every success.

Jamie Christon

"Working with Rob and team at Sherrington Associates is always a pleasure. Seeking five new board members and a chair in a relatively short space of time isn't easy, but Rob came up trumps and we have assembled a very strong board as we enter a new phase for Marketing Cheshire. Rob ensured he kept me up to date on a regular basis through the search for all positions and made sure he had a really good understanding of what we were looking for throughout."



‘Purposeful Placements’



Recruit your next senior leader with Sherrington...

We've been recruiting and developing impactful senior leaders and managers for decades. The changing dynamics of the operating landscape for business leaders has changed a lot over the years, and today the pace of change is relentless, but one thing that doesn't change is the importance of recruiting purposeful leaders with strong values aligned with organisational culture. This is where we excel.

We're proud to have a delivery record of 98% across all assignments since our company began. Taking a long-term partnership approach and placing trust and transparency at the heart of our work, has meant many clients have trusted us as their retained search partner for over a decade. Using our proprietary leadership assessments we help you build sustainable leadership teams to deliver impact in the face of unprecedented change.

If you're looking to strengthen your senior team, either by recruiting new senior executives, board members, or managers, or by embracing leadership development, talk to our team...



Our Services...

- Board Recruitment & NED Search
- Retained Executive Search & Selection
- Retained Middle Management Recruitment
- International Headhunting
- Executive Coaching

Talk to our team...

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