

Executive Search Solutions

Discover the Future of
Leadership with Omni



omni
talent is everything

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Omni Resource Management Solutions

An award winning talent consultancy.

We believe that 'Talent Is Everything' and the critical driver to organisational success.

We strive to help you attract, assess, engage, and retain the right people for your organisation. Our people-first approach ensures that every solution is built on understanding your culture, values and goals.

We're here to enhance your recruitment processes, build diverse leadership teams, and create a future-ready workforce.

Our business model is shaped around our commitments to ESG, including equality, diversity & inclusion (EDI).

We offer three key services:

Executive Search

Experts in finding the exemplary leadership talent to drive organisations forward. We provide bespoke solutions for our clients, such as:

- Executive Search
- Talent Scouting/ Succession Pipeline support
- Leadership assessment
- Permanent, interim and fractional professionals - delivering high-quality, diverse leadership talent

Talent Strategy

Supporting organisations to optimise resourcing effectiveness. We have expertise in end-to-end talent strategy, covering:

- Employer brand & attraction strategy
- Assessment with a strong focus on EDI
- EDI training
- Talent attraction campaigns
- Salary Benchmarking

Recruitment Process Outsourcing (RPO)

Solutions to support growth, managing short-term hiring spikes, or sourcing scarce talent unreachable by conventional channels.

- End-to-End RPO
- On-demand RPO
- Project-based RPO
- Managed Service Provider

Executive Search Services by Omni



Executive Search

We invest time in understanding the specifics of each assignment, offering valuable market insights to guide your decision-making. We leverage our extensive networks across various sectors, regions, and organisational types to engage a diverse pool of candidates. Our thorough and inclusive processes ensure you identify the right talent while providing candidates with a personalised and attentive experience.



Research, Insights & Benchmarking

Gain a competitive edge with deep insights into the executive talent landscape. We provide comprehensive talent mapping to identify key players, benchmark competitors, and uncover opportunities in your industry. Make informed, strategic hiring decisions with confidence.



Executive Assessment

Our accredited team of experts, including occupational psychologists use psychometrics from Saville Wave to Hogan and will select or design the right assessment tools to suit your needs. Working closely with your Board and Senior Leaders, we'll support them in making the right hiring decision. As specialists in inclusive assessment, we ensure selection is barrier-free and based on merit, giving you confidence in selecting the best.



Saville
assessment

.SHL.



Talent Scouting and Succession Pipelining

We help you build and maintain strategic talent pipelines for business-critical leadership roles. From proactive candidate engagement to market insights, strengthening existing internal succession pipelines by bolstering a shortlist with other candidates. We ensure you're always connected to top executive talent and ready for every leadership challenge with a future-focused approach.



Stratigens

Why Choose Omni for Executive Search Solutions?

We believe Talent is Everything. Executive Search redefines leadership talent acquisition.

01 Your Trusted Partner in Leadership Excellence:

We combine deep industry expertise, market insights, and a transparent process to guide every leadership decision. As a collaborative partner, we work alongside you to build high-performing teams that drive growth and deliver lasting impact.

02 Leadership Shaped by People, Purpose, and Values:

Our people-first approach ensures every appointment aligns with your organisational culture and long-term vision. By prioritising shared values and purpose, we deliver leaders who not only perform but inspire meaningful change.

03 Delivering Exceptional Client and Candidate Experiences:

We prioritise the human experience, ensuring care and respect at every stage. Our tailored approach to both clients and candidates ensures that their unique needs and goals are met, creating lasting relationships that deliver transformative results for all stakeholders.

04 Driving Innovation Through Inclusive Leadership:

Diversity and inclusion are at the core of our process. We embed EDI strategies into every step, from candidate sourcing to leadership development, ensuring that you secure leaders who reflect the communities you serve, foster innovation, and deliver measurable business success.

05 Bespoke Solutions for Strategic Growth:

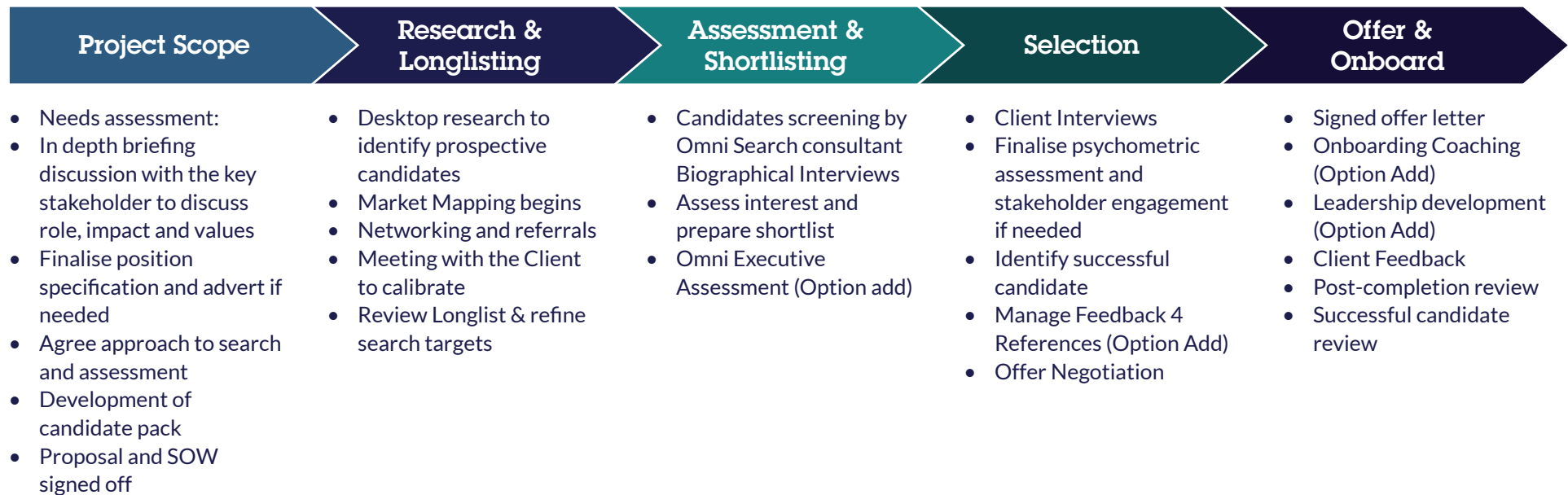
Every organisation's needs are unique, and so are our solutions. From talent pipelines to succession planning, we design tailored strategies that meet your needs and enable you to attract and retain leadership talent aligned to your goals, making you feel valued and understood.

06 Unrestricted Market Access:

Unlike many firms, we have no 'off-limits' restrictions, allowing us to explore the entire talent market without constraints. This means we can identify and secure the very best leaders for your organisation, wherever they are.

Omni Executive Search – our approach

Our Equitable search process helps organisations strengthen their commitment to EDI from the outset



Inclusivity practice

- Assemble search and client team with diverse perspectives
- Remove bias from job profile
- Identify sector-specific diversity sourcing
- Identify diverse prospects and sources
- Report aggregate gender and racial/ethnic diversity for all prospects where possible
- Screen for organisational values and culture fit
- Prepare client to share its EDI commitments
- Offer ongoing calibration evaluations



Omni's Director of Executive Solutions:

Jo Lancaster-Towers

With extensive experience in Executive Search and Recruitment, we specialise in identifying and securing exceptional leadership talent aligned with organisational values and strategic goals.

We're passionate about connecting exceptional leaders with transformative opportunities. With over two decades of expertise in executive search and assessment, we specialise in delivering leadership talent that not only aligns with organisational values but also drives innovation, growth, and long-term success.

Jo's journey has taken her from identifying business-critical talent for global giants like AstraZeneca and Rolls Royce to partnering with organisations of all sizes and sectors to build high-performing leadership teams. Uncovering leaders who bring the perfect balance of skills, experience, and cultural fit to thrive in today's fast-changing world.

Collaboration and trust are at the heart of our approach. We believe in listening first – taking the time to understand your unique challenges, goals, and culture – and then delivering solutions that exceed expectations. Whether it's driving innovation or navigating complex organisational needs, we are committed to making a meaningful impact.



"What I love about Omni's Executive Solutions is how we go beyond traditional search to deliver leadership that truly makes a difference. From Executive Search and Talent Pipelines to Succession Planning and Leadership Assessment, we provide tailored solutions that address the unique challenges of today's organisations."

With over 20 years of experience in the executive talent market, I've seen how impactful the right leadership can be – not just for driving organisational success, but for shaping culture and inspiring teams. At Omni, we take the time to understand each client's vision and values, ensuring every solution aligns with their long-term goals."

It's not just about finding great leaders; it's about building leadership teams that are ready to navigate today's challenges and drive tomorrow's growth. That's the true value we bring to our clients – and why I'm so passionate about what we do."

**Jo Lancaster-Towers,
Director of Executive Search Solutions
Hogan, SHL and Wave certified assessor**



Partner in Strategic Growth

Benefits of Omni's Executive Search Solutions

At Omni Executive Solutions, we recognise that leadership decisions are among the most critical for driving organisational success.

We go beyond executive search to provide comprehensive leadership solutions, offering:

- Insights into evolving talent landscapes to inform succession planning and talent pipelining.
- Agility in adapting solutions to meet dynamic business challenges.
- Market-wide access to the most exceptional leadership.

1 Unrestricted Access to the Leadership Talent You Need

At Omni, we give Market-wide access to the most exceptional leadership. Our minimal off-limits restrictions ensure your search is never compromised by excessive limitations on potential candidates. Unlike larger firms, we maintain the flexibility to access a broad and diverse talent pool, including leadership within your competitors' ranks.

This unrestricted approach positions us to deliver exceptional outcomes, sourcing the best talent from across the market to align with your organisation's strategic goals.



2 Strategic Value Through Flexible Pricing

Omni's flexible pricing model is designed to support the strategic priorities of your organisation while delivering exceptional value. Our approach ensures:

- **Optimised Investment:** Tailored pricing structures allow you to invest precisely where it matters, aligning with your unique leadership needs.
- **Full Transparency:** Clear, upfront agreements ensure complete visibility and control over costs, fostering confidence in every engagement.
- **Adaptability at Scale:** Our pricing evolves with your organisation's demands, whether addressing immediate leadership challenges or supporting long-term talent strategies.

3 Value-Driven Leadership Solutions

Omni's Executive Search offering is built on a foundation of shared values and strategic alignment. We take the time to understand your organisation's mission, culture, and long-term objectives, which ensures that the leaders we source embody the principles that drive your success.

We deliver more than placements. Our solutions foster leadership that aligns with your purpose, enhances organisational culture, and drives measurable impact. By integrating seamlessly with your strategy, we ensure each solution supports sustainable growth and lasting value creation.

4 Embedding EDI at the Heart of Leadership Excellence

Equity, Diversity, and Inclusion (EDI) are integral to Omni's Executive Search solutions. We believe diverse leadership is essential for driving innovation, enhancing decision-making, and reflecting the communities and markets our clients serve.

By prioritising EDI at every stage – from talent mapping to selection – we ensure access to a broader, richer talent pool. This not only strengthens your leadership team but also fosters an inclusive culture that attracts top talent and drives long-term organisational success. With Omni, EDI isn't an add-on; it's a strategic advantage.



Let's talk when...

"I have just counter-offered a senior leader, and I consider them a flight risk"

"We need a robust Leadership Assessment to support our hiring"

"Our people forecast shows we have a gap in internal succession"

"We are heading to conference, and everyone will be there"

"We have just had a leader resign and do not have an internal successor identified"

"I have met a great talent and would love them to join our Board"

"We are looking at our Leadership Team and would like insight into our peer group structure"

"We have an internal pipeline but need to benchmark externally"

"It took us 9 months to hire into that team and I expect it to grow"

"We need to hire for our Leadership Team or Board and I need a search firm"

Connect with Omni Executive Solutions

**Talent Pipeline
Development**

**Executive Search/
Headhunting**

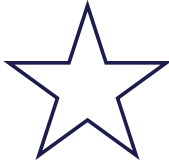
**Market Insight/
Intel**

**Leadership
Assessment**

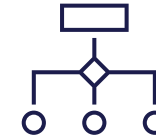
Omni Executive Sector Experience



Trusted Advisors & Partners



Excellent Candidate Experience



Extensive Network

Omni Executive Search: Sector & Leadership Expertise

Sectors We Specialise In:

- Pharmaceuticals, Biotech & Life Sciences
- Financial Services & Investment Banking
- Technology & Digital Transformation
- Manufacturing, Supply Chain & Procurement
- Professional Services & Consulting
- Legal, Risk & Compliance

Executive & Leadership Roles We Deliver:

- **Board & C-Suite Leadership** - CEO, Chairperson, NEDs, COO, CFO
- **Executive Leadership-1** (EVP & SVP) - Senior leadership driving strategy & transformation
- **Business & Functional Leadership** (VP Level) - Commercial, Technology, Operations, People & Finance

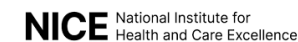
Executive Search

Great leaders transform organisations

Successful Appointments include:

NEDs (Regulatory)
CPO (Pharmaceutical)
SVP Supply Chain (Pharmaceutical)
CEO (legal)
Chief Financial Officer (Technology)
Managing Director (Facilities)
People Director
Director of Customer Services (Construction),
Projects Director (Engineering)
Director of Legal (Education)
Procurement Director
Sales Director (Logistics)
Global Equities Analyst (Professional Services)

Brands we work with



What Our Clients Say

“We have developed an exceptional relationship with Omni. What sets Omni apart is their commitment to building a true partnership, innovative ways of attracting talent and their understanding of our evolving business needs and culture and the impact this has on our people.”

Chief People Officer, Ofcom



“I had the pleasure of working closely with Jo. She easily understands business requirements and skillfully translates them into finding the right talent for our needs.

She has a great ability to connect with people and builds genuine relationships with potential recruits, ensuring they have a positive and respectful experience throughout the recruitment process. This reflects well on our organisation, and fosters a welcoming and inclusive atmosphere for new hires.”

**Chief Procurement Officer,
AstraZeneca**

“Jo transformed the performance of Leadership hiring in a short period with great drive and motivation. Jo also greatly improved our long-term recruitment and talent attraction strategy with a strong focus and ability to engage and network externally. The best recruitment partner I have worked with.”

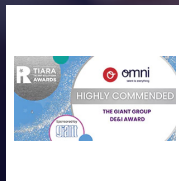
Independent NED

Awards & Accreditations

Omni is recognised in the industry for outstanding achievements in Talent Consultancy and RPO.



Winner
TIARA Talent Solutions Awards
Talent Solutions Innovation of the Year



Highly Commended
TIARA Talent Solutions Awards
DE&I Award



Winner
CIPD People Management Awards
Best HR/ L&D & OD Consultancy



Winner
APSCo Awards for Excellence
RPO of the Year



Winner
Recruiter Awards
Outstanding Outsourced Recruitment Organisation



Winner
Best Staffing Firms to Work for in the UK



We are proud to be a Disability Confident Employer



We are affiliated with the Armed Forces Covenant



Our ISO accreditations ensure our services are to the highest standards



Get in touch

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