

"Harmonic supported Arrival with the build-out of our Finance function, hiring at multiple levels across the team as we scaled...I was impressed by their industry knowledge in the EV and battery technology industry and some of the complexities associated with the nature of the emerging market"

Natalie Aistrope, Chief Financial Officer | Arrival.

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"Thank you for your professionalism and support during our CFO retained search process...I would be delighted to work with Harmonic again and would recommend you to any client or candidate"

Spencer Wreford, Group CFO | Penspen

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"Harmonic are a class above the other recruiters I have dealt with in over 17+ years. Charlie has sourced me consistently brilliant candidates as well as supporting me historically with securing top executive positions"

Steve Makaritis, CFO | KKR Private Equity / Pepper

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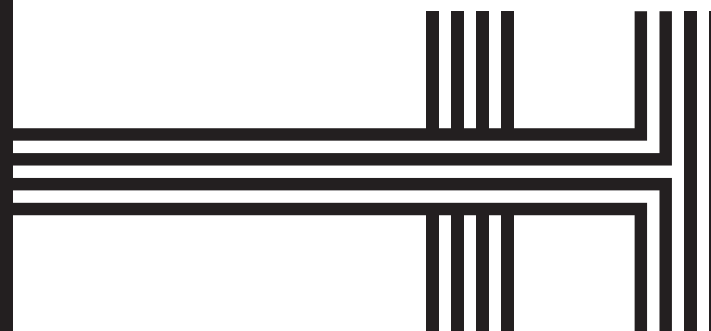
"We love working with Charlie & his team at Harmonic. They have found us great candidates at Board level (Head of Finance, Divisional MD and Head of Legal) and they represent us and our brand so well- we trust them as if they were part of our own team"

Alex Cheatle, CEO & Founder | Ten Lifestyle Group (TENG, LON)

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"We chose to retain Charlie Walker & Harmonic Finance to recruit for our CFO in late-2019. The brief given was challenging...we not only required a data-savvy CFO, but also one who had been through the journey from start-up to \$80 million+. Charlie headhunted some high calibre candidates both from the UK and United States and the quality of search report updates was excellent. Would highly recommend.

Steve Phillips, CEO & Founder | Zappi.io



**Harmonic**

Recruiting for  
Accountancy & Finance



# What we do. How we do it. And why we do it.

## **WHAT**

We find the Accountancy and Finance professionals who make your organisation brilliant.

## **WHY**

Our founder's 15 years experience of working with Europe's leading scale-up Entrepreneurs led him to a realisation: behind every IPO or trade sale success story was an A\* grade Finance function. Sure, driving sales was critical, but it was clear that the '10X' growth rates and creation of high enterprise value in these businesses depended upon the less-heralded support function. To build finance teams who could give their company a competitive advantage, Entrepreneurs and leadership teams needed a recruitment partner who not only identified the accounting and finance professionals who were a technical fit, but also those (rarer) candidates who possessed the emotional intelligence, desire and influencing skills to deliver the vision of entrepreneurs who are not averse to risk!

Harmonic was born as a response to this. We're a disruptor brand, so we're not here to make up the numbers. Our mantra: think and do things differently.

## **HOW**

Candidate care is king. And funnily enough, that translates into fantastic client service. Every Harmonic candidate is treated to the same rock-star standard, whatever their seniority. Communications from us are fun, fast and honest. And we build long-term relationships over lunch, not just via email. The result? Our networks of specialist workers are unrivalled, with an unprecedented volume of referred business from happy customers. Married to this, our colleagues are targeted on long-term delivery objectives and displaying our values. Rejection of a fast buck might seem a little strange in recruitment land. But

# Service options for Gridserve. And how we deliver them.

## SERVICE #1

### EXECUTIVE SEARCH

Broken down in granular detail in our explainer video here, our Executive Search offering will provide Gridserve with a dedicated three person team of; **Charlie Walker** (interviews, longlist and shortlist), **Associate CFO David Carolan** (technical accounting vetting) and **Jack Pearson** (market mapping and research). Our search process will involve: extensive market research to identify those competitors who employ relevant Finance talent We will work with Gridserve to draft an engaging job spec, linked both to your target operating model and HR planning a

## SERVICE #3

### EXECUTIVE SEARCH

If you need a high level of planning and discretion applied to your C-Suite or Senior Hire campaigns, our Search team can accommodate this with ease. We may be a little less stuffy than your average Accountancy and Finance staffing business, but that doesn't mean we scrimp on providing rock star-level service to attract the top leadership talent on the market. With access to meeting spaces in 12 unique member's clubs across 5 countries, we host the very best C-suite talent in a manner befitting their skills and status.

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## CLIENTS WE RECRUIT FOR

### Technology

WorldFirst  
CityMapper  
HelloFresh  
Zappi

### EV, Renewables & Automotive

Arrival  
Leaseplan  
Drover  
Cuvva  
Close Brothers Asset Finance  
Renault F1  
McLaren Applied Technologies

### VC & Private Equity

KKR  
Bridgepoint  
LDC  
Round Hill Capital  
Literacy Capital  
Mangrove  
Mosaic  
Balderton  
Octopus Ventures  
Softbank

# Our values and how we work by them



## **KNOWLEDGE**

At Harmonic, we believe that 'brains beats brash' every time. Colleagues are encouraged to impress you with their specialist knowledge, not with how much business jargon\* they can drop into a sentence.

Supported by a Leadership team who have direct experience of managing Accountancy and Finance professionals, we're unique in our understanding of what makes a great hire. Or which role best suits your career development goals.

\*saying 'game-changer' or 'touch base' is practically a disciplinary offence.

## **RESPECT**

We're here to help, whatever your level of experience or the size of your organisation. You won't be kept waiting for updates or information and it's our mantra that nothing is ever someone else's problem to resolve.

Celebration of difference and diversity is ingrained into our company culture (it's no coincidence that our HQ is in Camden!). It keeps the Harmonic camp happy, but also keeps our horizons broad enough to support 21st Century customer needs.

## **COMMUNITY**

We take our responsibilities seriously to our local community. From offering monthly pro-bono business mentoring to young entrepreneurs, through to our partnerships with the charities Bookmark Reading and GetAhead, it's important to us to have an impact broader than pure profit.

At Harmonic we also shape the dialogue in our candidate communities. Hosting events and debates six times a year in association with Tech Nation and The Supper Club, we connect our customers to support peer-to-peer learning (we also pick up the bar tab!).

# Search team

## **Charlie Walker**

The youngest-ever recipient of the prestigious Recruitment International 'Entrepreneur of the Year' award, and judge for the British Business Awards 2019 & 2020, Charlie was something of a recruitment prodigy having built his last award-winning company at age 24 to over £30 million turnover prior to a successful exit.

With 15 years experience in the industry, he is now greyer (and heavier), but brings a wealth of knowledge to the leadership of Harmonic Group. Charlie is arguably one of the best-connected individuals in the UK start-up and scale-up ecosystem, and is proud to sit on the membership committees for both The Supper Club and Venturer's Club entrepreneur networks. As well as co-organising the CFO forums and meet-ups for Tech Nation.

Almost unique among recruitment leaders, he has direct experience of managing and recruiting CFOs and FDs for complex international businesses. As a result, our customers spend more time getting great service, as opposed to explaining what EBITDA and Withholding Tax means.

Charlie is a huge music fan and is also passionate about politics and sport. He is insisting (against the advice of close friends) in persevering with his semi-professional DJ career. Thus confirming his plunge into midlife crisis.

Education: University of Oxford (Wadham College),  
Modern History and Politics

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