



1st Executive

**INTERNATIONAL SPECIALIST
RECRUITMENT & MANAGED
SERVICE SOLUTIONS**

**UNLOCKING
EXCEPTIONAL
TALENT**

**DELIVERING
OUTSTANDING
RESULTS**

LEADING SPECIALISTS

For over two decades, 1st Executive has led the way in specialist recruitment across the UK, EU, and US markets. We partner with corporate leaders, public sector organizations, and SMEs across all industries, providing permanent, interim, and managed service solutions - all rooted in diversity and inclusion at our core.

OUR SPECIALIST RECRUITMENT SERVICES

Permanent Staffing

Find your next key hire with precision and insight.

Interim & Contract Staffing

Flexible talent for dynamic business needs and critical projects.

Managed Service & Statements of Work (SoWs)

Streamlined workforce solutions tailored to your strategic objectives.

International & EU Recruitment

Seamless access to talent across borders — backed by compliance and local expertise.

WHY 1ST EXECUTIVE?

Speed & Agility

We accelerate your hiring process without ever compromising quality, delivering outstanding talent faster than the competition.

Unmatched Quality & Expertise

With the deepest networks built since 2003, our consultants bring unparalleled market insight and rigour.

Global Reach, Local Knowledge

From London to Lisbon, New York to Newcastle - we connect you with the right talent wherever you need them.

86% Repeat Client Rate

Our clients trust us time and again because we deliver results that last.

Specialist Expertise

We dominate our specialist sectors with proven success and strategic partnerships with world-leading organizations.

Diversity & Inclusion Embedded

We don't just talk D&I — it's at the heart of everything we do to build inclusive, future-focused teams.

KEY ROLES WE RECRUIT

Procurement

Procurement Analyst, Buyer, Senior Buyer, Procurement Specialist, Procurement Operations Manager, P2P, S2P, SRM, Contract Manager, Analyst, Supplier Risk Management, TPRM, Sustainability & ESG, Procurement Manager, Senior Procurement Manager, Head of Procurement, Procurement Director, CPO

Supply Chain

Supply Chain Director, Supply Chain Manager, Supply Chain Analyst, Demand Planner, Logistics Director, Logistics Manager, Sustainability Supply Chain, ESG

Commercial strategy and Delivery

Commercial Specialist, Commercial Manager, Head of Commercial Management, Commercial Strategy Manager, Bid Manager, Commercial Director, QS/ Senior QS, Estimator, Planner / Forensic Planner, Contracts Manager, Risk Manager, Framework Manager, Project and Programme Management

Finance

Payroll, Credit Control, Financial Analyst, FP&A Manager, Purchase Ledger, Sales Ledger, Financial Accountant, Management Accountant, Finance Manager, Project Accountant, Financial Controller, Finance Director, CFO



ALL CANDIDATES ARE
COMPETENCY ASSESSED,
INTERVIEWED AND TESTED



ATTRACTING THE
HIGHEST QUALITY
CANDIDATES



LARGEST COMMUNITY
OF TRUSTED AND
TALENTED INTERIMS

“ Delivering successful outcome-based strategic consultancy projects for many international brands, requires us to truly understand working towards shared goals, connecting organisations with progressive talent and specialist skill sets while remaining flexible to adapt our delivery model as projects progress and change in their requirements

Gary Noble - CEO & Founder, 1st Executive

OUR PARTNERS



INTERIM RECRUITMENT

PROCUREMENT & SUPPLY CHAIN | COMMERCIAL STRATEGY & DELIVERY | PROGRAMME RISK MANAGEMENT | COMPLEX CONTRACT MANAGEMENT | QS | SUSTAINABILITY | FINANCE |

We have built the largest, most responsive community of trusted interim and contract professionals within our specialist disciplines, enabling rapid-response hiring that never compromises on quality.

Our seasoned consultants advise clients on Statements of Work and contract structures that maximise return on investment, while our dedicated IR35 expertise ensures full compliance and robust governance across every assignment.

We source interims at all levels and regularly manage programmes to resource whole teams for specific projects.

As an interim professional, you can be confident of being introduced to market-leading, best-in-class companies.

OUR IR35 EXPERTISE ENSURES RAPID ACCESS TO ELITE INTERIM TALENT WITH FULL COMPLIANCE, ROBUST GOVERNANCE & COMPLETE AGILITY

We support right across the Blue-Chip private sector and Public Sector including Central Government, Local Authority,

NHS and the Blue Light Services through our position on the key recruitment frameworks.

• ACCESS TO THE DEEPEST INTERIM TALENT NETWORKS

• IR35 ADVISORY AND COMPLIANCE

• RAPID RESPONSE INTERIM AND CONTRACT HIRES

• STATEMENTS OF WORK DESIGNED TO MAXIMISE ROI

• SHORTLIST REQUIREMENTS IN 24 HOURS

• NATIONAL & INTERNATIONAL COVERAGE - UK, EU AND US



BIGGEST NETWORK OF UPPER QUARTILE PROCUREMENT AND SUPPLY CHAIN TALENT



UK'S LARGEST RECRUITER IN PROCUREMENT AND SUPPLY CHAIN



ACTIVE AND PASSIVE CANDIDATES WITHIN ALL LEVELS OF SUSTAINABILITY



The preparation and attention to the small details was exceptional. I was guided through the different steps which resulted in a very successful outcome.

MANAGED SERVICE - STATEMENT OF WORKS

PROCUREMENT & SUPPLY CHAIN | COMMERCIAL STRATEGY & DELIVERY | PROGRAMME RISK MANAGEMENT | COMPLEX CONTRACT MANAGEMENT | QS | SUSTAINABILITY | FINANCE |

Many of our clients across both public and private sector are moving away from traditional consultancies, and instead, using our managed service for project based delivery.

Our managed service practice bridges the gap between recruitment and consulting, delivering outcome-efocused solutions with clearly defined goals, time lines and deliverables. We take full accountability for mobilising and managing multi-disciplinary teams while remaining agile to adapt as your project evolves.

By stripping away the overheads of traditional consultancies, we deliver cost savings of 30 - 50% while drawing on a far-reaching network of subject-matter experts.

Clients benefit from bespoke solutions tailored to their specific challenges and access to the very best interim consultants in the market.

Our HMRC-friendly structure ensures you have full visibility of programme delivery, IR35 compliance and budget control, combining the rigour of consulting with the flexibility of recruitment to deliver measurable outcomes.

KEY ADVANTAGES

- | | |
|--|---|
| • Outcome-based delivery with measurable results | • Full visibility and control over programme delivery |
| • 30 - 50% cost savings vs traditional consultancies | • IR35-compliant, HMRC-friendly structures |
| • Access to top-tier interim consultants | • Agile and scalable team management |



MARKETING EXPERTISE
GUARANTEED



WE ALWAYS GO
THE EXTRA MILE



OUTCOME FOCUSED,
QUALITY DELIVERED



“ Building long-term relationships is essential for providing the quality of service we strive to achieve. The fact that 86% of our work is repeat business tells me - we’re getting it right.

James Tucker - CEO & Founder, 1st Executive

OUR PARTNERS

Crown
Commercial
Service
Supplier



PUBLIC SECTOR

PROCUREMENT & SUPPLY CHAIN | COMMERCIAL STRATEGY & DELIVERY | PROGRAMME RISK MANAGEMENT | COMPLEX CONTRACT MANAGEMENT |
QS | SUSTAINABILITY | FINANCE |

We are established partners to central government, local authorities, NHS organisations and blue-light services, delivering mission-critical recruitment across procurement, supply chain, sustainability and commercial roles.

We operate through key public sector frameworks including CCSRM6229, RM6277 and PSR.

As a Preferred Supplier on RM6229 (Lot 2 – Non-Clinical General Recruitment), we provide immediate access to a diverse and inclusive network of more than 370 000 pre-screened professionals.

Our deep understanding of public sector frameworks ensures your recruitment is fully compliant while cutting time-to-hire and reducing cost.

WHY CHOOSE 1ST EXECUTIVE

Immediate access to talent:

As a Preferred Supplier on CCS RM6229, we unlock a diverse, pre-screened network of 270K+ professionals for instant deployment

Framework expertise:

Deep knowledge of CCS RM6229, RM6277 and PSR ensures full compliance and seamless navigation across all public-sector hiring frameworks

Cost and time efficiencies:

Our agile processes reduce time-to-hire and recruitment costs across procurement, supply chain and commercial functions

Tailored solutions:

We customise recruitment strategies for central government, local authorities, NHS bodies and blue-light services to meet specific mission-critical needs

Trusted partnerships:

We act as an extension of your team, delivering scalable, compliant resourcing solutions that support long-term public-sector projects

Inclusive talent networks:

Our commitment to diversity and inclusion helps you build balanced teams while meeting social value obligations

FRAMEWORKS

- CROWN COMMERCIAL SERVICES RM6229 RM6277
- PUBLIC SECTOR RESOURCING(PSR)
- MSTAR3
- MATRIX

- BLUE LIGHT COMMERCIAL SERVICES
- REED GLA
- BLOOM
- CONSTELLIA

INTERNATIONAL

PROCUREMENT & SUPPLY CHAIN | COMMERCIAL STRATEGY & DELIVERY | PROGRAMME RISK MANAGEMENT | COMPLEX CONTRACT MANAGEMENT | QS | SUSTAINABILITY | FINANCE |

Our specialisms are now global disciplines. We have built and nurtured an exclusive network of mid- to senior-level internationally mobile candidates and serve a growing client base across Europe and North America.

We boast a proven track record of sourcing talent for specialist roles in challenging

locations and introducing dynamic opportunities to candidates seeking international careers. We partner with organisations worldwide to secure everything from greenfield start-ups to strategic hires for large-scale transformation projects.

We offer permanent, fixed-term and interim solutions across North America and Europe.

KEY BENEFITS

Internationally mobile talent across Europe & North America

Access to a deep bench of candidates who can relocate or work across borders.

Deep global networks across markets and industries

Years of building relationships give you immediate reach into specialist communities worldwide.

Proven success in specialist roles in challenging locations

We deliver where others struggle, from remote sites to emerging markets.

Permanent, interim & fixed-term recruitment solutions

Flexible hiring options tailored to your project needs and time lines.

Tailored global search strategies & relocation support

Bespoke search and candidate care that make international moves run smoothly and successfully.

Full compliance & local expertise

We navigate cross-border hiring complexities, ensuring you meet regulatory requirements in every jurisdiction.



“ 1st Executive develop long lasting and exceedingly high value relationships, providing support across every step of the journey.

Senior Procurement Manager, Nike

ADDING VALUE THROUGH TRUE CLIENT PARTNERSHIPS



MAPPING & PIPELINING

Our systems and processes track the skills, experience and abilities of candidates in our network to ensure we always provide a consistent flow of traditionally 'hard to source' applicants for our clients' vacancies.



COMPETITOR ANALYSIS

We complete regular analysis on competitor salaries, team structures, job roles and hiring processes (including interview questioning and testing) to provide relevant, consultative advice to our clients.



CANDIDATE EVALUATION

The detailed screening and competency questioning we use to evaluate candidates' skills and experience is submitted alongside applications to give our clients confidence in inviting our candidates to interview.



DIVERSITY & INCLUSION

D&I is of utmost importance in our line of business, so all our consultants receive training and are tested to guarantee we are not only treating people fairly but also promoting inclusion.



ASSESSMENT

We host and manage full client evaluation panel assessment centres in all European cities, offering greater flexibility to our clients, especially for those planning to relocate or set up satellite offices.



MARKET INTELLIGENCE

Continuously analysing the markets in which we operate allows us to identify external factors which may affect our clients and the people they look to hire so we can act in anticipation of market changes rather than reacting retrospectively.

GLOBAL PARTNERS

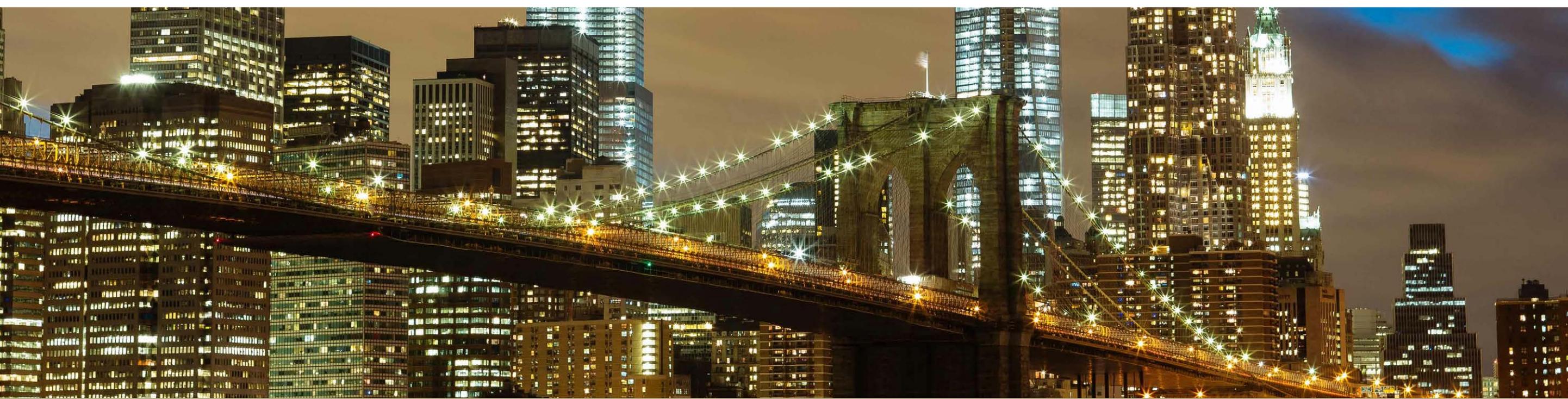


“ Europe’s largest genuinely specialist recruiter across Procurement, Supply Chain, Commercial Management and Finance.

THE 7 STAGE RECRUITMENT PROCESS

Following commission of assignment, 1st Executive work on a structured and proven 7 Stage Recruitment Process. A detailed project management plan for a typical 'campaign' is set out across our 7 steps, outlining dedicated resource and anticipated timescales

which range from 2 - 8 weeks dependant on seniority or volume of roles: In many cases we can provide a shortlist of permanent candidates within 5 working days and interim candidates within 24hrs if clients require.





- CONSULTATIVE CANDIDATE MANAGEMENT
- VERTICAL INDUSTRY EXPERTS
- FOCUS ON TOP TIER TALENT



- EXPERTS IN ATTRACTING THE PASSIVE MARKET
- LARGEST INDEPENDENT ACROSS OUR SPECIALISMS
- EXPERTS IN ON-BOARDING AND COMPLIANCE



- LONG TERM PARTNERSHIPS WITH SOME OF THE WORLDS LARGEST BRANDS
- DEEP CANDIDATE NETWORKS ACROSS SPECIALIST AREAS
- FORMAL COMPETENCY 1ST STAGE INTERVIEWING



- DEDICATED CONSULTANTS WITH FUNCTIONAL EXPERTISE
- ALIGNED VALUE ADD SERVICES OUTSIDE OF NORMAL RECRUITMENT PROCESS
- GLOBAL REACH



JAMES TUCKER

Co-Founder and Director, 1st Executive

PROCUREMENT & SUPPLY CHAIN | COMMERCIAL STRATEGY & DELIVERY | PROGRAMME RISK MANAGEMENT | COMPLEX CONTRACT MANAGEMENT | QS | SUSTAINABILITY | FINANCE |

I've helped grow the business into one of the most respected and long-established recruiters in the procurement and commercial space. Having worked in the industry since 2001, I've always been passionate about procurement and the value it brings to organisations.

managed services. Working with major clients across both public and private sectors, we've refined this into a robust, tried-and-tested, HMRC-compliant model that delivers seamless onboarding and performance management.

PROFESSIONAL ENGAGEMENTS

With a degree and master's in Architecture from the University of Brighton, I bring a unique blend of creativity and analytical thinking to solving complex talent challenges. I'm also an active member of CIPS, REC, IRP, IIM, APSCo, and AER, reflecting my commitment to the highest professional standards.

PERSONAL NOTE

Outside of the office, I'm a family man with two young girls, and when I get time to myself, the gym is central to my routine. I'm passionate about training and pushing myself to improve, which keeps me sharp and energised.

I'm also a massive tennis fan and spend as much time on court as I can, while the adrenaline of power boating and the challenge of mountain biking add extra balance.

Whatever I'm doing, I approach it with absolute dedication to be the best I can.

My role spans long-term strategy, business direction, and leading sales teams, but my real passion lies in managing client relationships. Staying close to what our clients need is central to how I run the business, ensuring our solutions are always relevant and impactful.

CAREER HIGHLIGHTS

For over two decades, I've delivered recruitment solutions to a wide range of global corporates – from oil & gas, industrial manufacturing, building materials, and mining, through to defence and retail. I'm proud that 86% of our clients return to us, with some of our partnerships lasting over 20 years.

I also pioneered our Managed Service model, enabling clients to outsource programmes to us via a consultancy route. This now forms a fully integrated, end-to-end solution: permanent recruitment, executive search, interim contractors, and statement-of-work

WHY ME...

- 20+ years' delivering end-to-end recruitment solutions to world's largest and most complex organisations.
- Founder and leader of our Managed Service practice, designing and delivering consultancy-led solutions solving critical resourcing challenges.
- A multi-faceted leader, focused on driving strategic growth, building high-performing sales teams, and staying hands-on with clients to ensure relevance.

1st Executive



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