



Peter Dewar Associates

Executive Management Consultants

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Introduction

Like you, we at Peter Dewar Associates recognise that your staff are your most important asset, and that only with the right talented and professional fee-earners, complemented by highly-skilled support staff, can an organisation grow and develop to its full potential.

Moreover, we recognise that recruitment is a time-consuming business which can frequently occupy far too much partner and fee-earner time. Adding our expertise to the team means that your senior staff are free to do the work for which they were trained, generating more fees instead of spending time on administration or internal problem-solving.

Our approach is to work closely with our clients from the outset, gaining a real familiarity with their practices but retaining the all-important objective viewpoint. We regard this as vital when it comes to 'selling' our clients to potential candidates - many of whom, as the availability of exceptional staff diminishes, will be choosing from several very attractive offers.

Our management consultancy service can often help to overcome any potential weaknesses within the organisation, or the way in which it presents itself.

With a wide spectrum of experience, we are in an ideal position - firstly because we recognise the constraints of professional ethics, the need for strict cost-control and total confidentiality; secondly because we are in a position to predict, as well as react to, new trends in the employment market. Last, and by no means least, we can inject a level of expertise not normally available in-house to small or medium sized firms.

Our approach

Following the client's initial brief, our first step is to undertake detailed discussions with the partners and senior staff. We use this research in drawing up a comprehensive job and candidate specification, which is then agreed by the Partnership or Executive Committee.

We use a variety of methods of recruitment, allowing each individual brief to dictate the appropriate means. These might include advertising, search, contacting specialist recruitment agencies or checking within our own files for suitable candidates. Our service includes in-depth discussion with candidates, during which we will both appraise their suitability and convey the attractions of the firm. The discussions can include specialist methods such as psychometric testing, if necessary, and lead to our drawing up a shortlist of suitable candidates.

Generally, we operate on a per-diem consultancy basis, frequently using our clients' offices as a base to maintain close ongoing contact with every aspect of the assignment.

Other specialist services

With our large network of contacts and experience, and of course our commitment to discretion and confidentiality, Peter Dewar Associates are in an ideal position to make highly beneficial introductions between firms considering mergers or acquisitions.

We can also offer specialist advice relating to such issues, including taxation, pensions, telecommunications, word-processing, costs and valuations. We also work with clients to provide in-house training and seminars for their professional staff. Our link with corporate identity design specialists means, additionally, that we can offer access to expert advice on repositioning, marketing and professional image and interior design.

Our management and marketing consultancy services are able to provide recommendations on every aspect of staff researching and training - from salary levels to long-term recruitment plans as well as far - reaching organisational planning and structure. For potential candidates, we also offer career counselling and planning services, helping them to maximise their individual potential.

We regard ourselves as an extension of your professional team, ready and able to help across the board.

A vital addition to your professional team

Over the past sixteen years Peter Dewar has built up a high reputation within the legal, accountancy and financial professions for expert sourcing of staff at all levels - from articled clerks to partners or senior fund managers.



Terms of Business

Like most professionals, we charge for our services on a daily fee basis, depending on the size and complexity of the assignment in question. All fees are negotiated at the beginning of each new case, and we will give you an estimate of the time input involved. Expenses and overheads will be charged at cost. Any agency fees incurred are the responsibility of the client.

Peter Dewar

RD, FBIM, FFA, FInstSMM



An accountant by profession and a Fellow of both the British Institute of Management and the Institute of Sales and Marketing Management, Peter Dewar has wide-ranging experience of the City and the professions. His background spans thirty years of senior financial and general management, administration and marketing positions in practice and commerce in London and Scotland.

Throughout his career, Peter Dewar has been actively involved in recruitment and management consultancy, and in research techniques on which he has both written and lectured. This interest led him in 1985 to become a director of Management Search International Ltd., specialising in the City and the professions. Subsequently he joined the DAL Group as a founder director of Room Twelve Ltd, pioneers in search and selection for the legal profession.

In 1988 he invested his varied search and consultancy expertise in forming Peter Dewar Associates.

In what little spare time he has, Peter Dewar serves as a Justice of the Peace for Inner London, a school governor and as a Lieutenant Commander, R.N.R. He has a keen interest in heraldry and genealogy, and has been retained as a special consultant in this area by Christie's since 1979.