

GOVERNANCE CORNER

Q1 2024

DMJ

Matching Talent with Opportunity



UK GOVERNANCE MARKET UPDATE MARCH 2024

As we reach the end of the first quarter of 2024, the health of the governance market continues to reflect a dynamic landscape shaped by a myriad of factors ranging from technological advancements to geopolitical shifts. Our general sense is that a long-awaited corner has been turned after a challenging 2023, and whilst we are unlikely to see dramatic growth, a steady market through 2024 allows organisations to invest in growth for 2025.

Recruitment activity in the governance market has bounced 18% aggregated across all levels and industry types. The biggest increase has been at the CoSec Assistant and Assistant Company Secretary level where demand for

talent is fiercest. This is particularly evident within regulated businesses such as financial services, energy, telecoms and big pharma that are all vying for the top talent. These organisations have the brand profile, team size, and resources to present compelling opportunities, especially to passive jobseekers that are otherwise happy in their current roles.

The professional services firms also continue to hire at all levels as demand for their services increase. Their investment in AI based solutions is beginning to reap rewards as their clients discover how the technology will help them streamline subsidiary governance workflow as well as managing the changing legislation around sustainability transformation. It will be interesting to see how the adoption of AI over the next few years will impact the scope of governance role and how professionals manage to adapt to these changes. It is also encouraging to see a notable increase in their graduate intake within the governance function which over time will help

address the wider issue of a shortage of skilled talent at the junior to mid-levels.

The demand for interim support continues to rise as organisations look to plug a gap without impacting headcount. These are typically at the senior level to support through periods of corporate transformation or change. The IPO market is still almost non-existent, any movement here would undoubtedly have a positive impact on market confidence. Many governance professionals we speak to feel that the IPO market will pick up around Q3 2024.

Confidence amongst senior individuals is improved indicated by a 35% increase in engagement when discussing new job opportunities. Senior moves have an important ripple effect, stimulating internal promotions and recruitment activity at their current employer as well as the company they are moving to. We expect this trend to continue through Q2 as the Year End closes and annual bonuses have been awarded.

We have seen a marked increase in the number of international appointments especially the UAE where investment in governance has become somewhat of a priority. The challenge here is moving senior individuals to a less developed governance regime. Many feel that operating within a governance framework that would not be deemed acceptable in the UK may compromise their professional credibility and have an impact on their prospects when returning to the UK. Mid-level individuals that do not have the same level of accountability and are less concerned about this. The Dubai weather and lifestyle remains a compelling reason to make the move whilst they can.

Overall, the governance market remains resilient and is showing continued signs of improvement and evolution in line with regulatory, ESG and technological change. We expect demand to maintain a gentle upward trend barring any major market correction which could see demand at all levels spike in either direction. ■

2023/24 GOVERNANCE MARKET GUIDE

Since we published our latest market guide in October 2023, it has been downloaded over 8,000 times!



This publication has become the benchmark Guide for governance professionals at all levels who want a holistic view of the market and detailed data analysis across all sector types. Now in its 6th year, we are proud that Hiring Managers and HR professionals now use our guide as the principal point of reference for salary and benefits information for the governance function.

Our guide includes detailed market data across several sectors, the latest salary and benefits information, an analysis of diversity within the profession and new for this year a Technology section written by our exclusive sponsor Kuberno.

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[DOWNLOAD OUR FREE GUIDE HERE](#)

2024 GOVERNANCE HOT 100 WINNERS ANNOUNCED

Now in its 5th year, we have been blown away by the support and enthusiasm for the **Governance HOT 100** from all corners of the profession.

The quality of nominations this year was outstanding and the number of nominations at an all time high across all categories. Our judges **Amanda Mellor, Andy Hodges, Andrea Davidson, Rachael Matzopoulos and Maddie Scrafton** had the difficult task of selecting the winners in each category. After many hours of deliberation, there can be no disputing that the final 100 are a positive reflection of the diversity of talent and experience that exists across the governance profession.

Since announcing the winner on 5th March, LinkedIn has been set alight with the winners posting news of their win along with their specially designed digital winners image. Reading the overwhelmingly positive comments on their posts shows how highly regarded our winners are within their network. 85% of winners tell us that being in the HOT 100 boosted their confidence, increased their personal profile and helped renew their professional connections.

Our **Lifetime Achievement Award** went to **Tim Fallowfield OBE**, Group Company Secretary & Corporate Services Director at J Sainsbury plc. The award is offered to one person each year in recognition of their exceptional contribution to Governance. We interviewed Tim to

discuss his career and asked his thoughts on how the changing governance landscape has helped shape his role at Sainsbury's. **[THE FULL ARTICLE CAN BE FOUND HERE.](#)**

The HOT 100 spotlight series will be published weekly for several weeks on LinkedIn to highlight the careers and achievements of our Category Winners.

The fun doesn't end there! All our winners have been invited to the celebration party that is being held in central London on 23rd May. Plans are underway to ensure the party will be one to remember.

None of this would be possible without the support of our long-time sponsors, **Computershare** who have been with us since the beginning of the Governance HOT 100. They have offered unwavering guidance and dedication since its inaugural year and are a big reason behind its success.

If you haven't already, **[CHECK OUT THE FULL SUITE OF WINNERS HERE](#)**

We look forward to opening up nominations in early 2025 for next year's coveted DMJ HOT 100 awards. Will you be one of the deserving winners?



in association with





GOVERNANCE INSIGHT DAYS

INSPIRING FUTURE TALENT

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Our **Governance Insight Day** programme has gone from strength to strength and in 2024 we welcome a series of new hosts to add to the line-up.

We are delighted to announce that LSEG, Haleon and Nationwide have agreed to host their own insight days later this year. We look forward to working with their governance teams to create an exciting series of events for students and recent graduates that would like to learn more about a career in governance. In total we have 20 corporate hosts this year spanning 12 separate events, details of which **CAN BE FOUND HERE.**

Each Insight Day is a free to attend half day event where the governance team will explain their role and how they support boards and committees in a changing governance landscape.

Insight Days are in-person events held at the offices of our hosts which offers a further insight into the environment and culture of the organisation.

Since 2016 we have run over 75 Insight Days and inspired over 1000 students and graduates to consider a rewarding career in governance. This initiative has gone some way to address the shortage of graduate talent entering the profession.

We are extremely grateful to the Governance team at Deloitte Legal who remain our sole sponsor for the third year running.



TEAM NEWS

There has been lots of change at DMJ since our last market update. The business continues to grow especially across all our recruitment teams as we seek to expand the business.

PROMOTIONS



EMILIA ANDERSON
has been promoted
to *Managing
Consultant*



GLENN OBORNE
has been promoted
to *Director*



JENNIFER SKRASTIN
has been promoted to
Director



ZARYNA PIRVERDI
has been promoted to
Senior Consultant



EMILY CLIMPSON
has been promoted to
Consultant

NEW JOINERS



CLARA DORMAN
joins our company
secretarial
recruitment team as
an *Associate*



TINA LAWMANN joins
our Private Practice
recruitment team as a
Consultant



TAKIS ANATOLITIS
joins our In-House
Legal recruitment
team as *Senior
Consultant*



JESSICA EATON joins
our In-House Legal
recruitment team as
an *Associate*

TOP GOVERNANCE JOB OPPORTUNITIES

SENIOR ASSISTANT COMPANY SECRETARY

MILTON KEYNES, C.£80,000-£90,000 **REF: 24568**

COMPANY SECRETARIAL ASSISTANT (6 MONTH FTC)

LONDON, UP TO £60,000 **REF: 24564**

SENIOR LEGAL COUNSEL - DUBAI

COMPETITIVE + RELOCATION **REF: 24541**

ASSISTANT COMPANY SECRETARY

REMOTE WORKING, £60,000 - £70,000 **REF: 24538**

ASSISTANT COMPANY SECRETARY (BOARD SUPPORT)

LONDON, CIRCA £55,000-£65,000 **REF: 24529**

ASSISTANT COMPANY SECRETARY - ENTITY GOVERNANCE

LONDON, COMPETITIVE **REF: 24482**

TRAINEE COMPANY SECRETARY

LONDON, £30,000-£35,000 **REF: 24470**

ASSISTANT COMPANY SECRETARY

LONDON, NEGOTIABLE **REF: 24474**

LEGAL COUNSEL - STRUCTURED FINANCE

LONDON, NEGOTIABLE **REF: 24451**

COMPANY SECRETARIAL ASSISTANT

LONDON, COMPETITIVE **REF: 24443**

LEGAL COUNSEL

HAMPSHIRE, £85000 **REF: 24405**

HEAD OF COMPANY SECRETARIAL DEPARTMENT (COMPANY SECRETARIAL MANAGER)

LONDON, COMPETITIVE **REF: 24386**

CONSULTANT ARTICLES



Proactive Steps for Junior Company Secretaries in Career Development.

BY EDD CASS

[Read full article here...](#)



Navigating the New Landscape: Key Corporate Governance Changes in the Insurance Sector

BY ZARYNA PIRVERDI

[Read full Article here...](#)



Fintech & Corporate Governance: Challenges and Opportunities

BY ZARYNA PIRVERDI

[Read full Article here...](#)