

Executive Search Researcher (6 month FTC)

Core information

Location: Hybrid	Profession: People Experience
Reports to: Executive Search Lead	
People Management: No ▾ Assignment Management: No ▾	
Partnership Level: Partnership level 7	Manager's Partnership level: Partnership level 5
Number of direct reports: 0	Partnership level(s) of direct reports: N/A

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

The Executive Search Researcher will support the team in delivering high quality search assignments, through the generation of market intelligence and talent engagement. Playing a critical role in identifying and engaging with executive and senior leadership talent, the Researcher will build longlists supported by market insights that enable the executive search team to deliver a first-class service to our stakeholders.

The Researcher will support the Executive Search Lead & Executive Search Manager to deliver the strategy, supporting the development of a healthy pipeline of external talent, acting as a source of competitive advantage to enable the Partnership to navigate the complexities of the market and deliver the Partnership Plan. The role will contribute to the delivery of significant cost savings through the reduction of third party search firm usage.

Primary Outcomes & Accountabilities

- In-depth market mapping and research for executive and senior leadership assignments.
- Competitor Intelligence - analyse and report on key industry moves, leadership successions, organisational restructuring and broader market trends to provide insights for search strategy.
- Translate data and findings into clear, visually compelling reports and talent maps, for stakeholders.
- Sourcing (identification and engagement) of senior level candidates via a

Measures of Success

Measures of success for this role will be developed in collaboration with the role holder.

Longlist acceptance rate
Accuracy and thoroughness of market maps
Diversity of longlists
Pipeline velocity and conversion rates

Discretion	Utmost integrity and professionalism when handling highly confidential information.
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Experience / Demonstrated capability
<p>Essential</p> <ul style="list-style-type: none"> • Proven experience as an Executive Search Researcher, either in-house or via a search firm. • Solid understanding of the retail sector. • A demonstrable track record of shaping and executing candidate sourcing strategies, using a variety of technology and platforms, specifically for senior leadership and/or executive search. • Outstanding research skills, using the latest methodologies, techniques and platforms to identify top talent - with a genuine desire to stay up to date. • Solid proficiency in data analysis and intelligence, with an ability to translate data into stakeholder reports, with outstanding attention to detail. • Able to evidence inclusive sourcing methodologies, • Solid communication skills, with an ability to engage credibly with senior candidates. • A curious, proactive and agile approach, with an ability to work collaboratively across a range of projects, at speed.

Version	Created/updated by	Date
1.0	Fiona Brookes	19.05.26