ROUND HOUSE CONSULTING

Executive Search

The right people, found personally

Round House Consulting is a family-run partnership, founded in 2023 by Guy Denison-Smith, a former British Army officer, and Lucinda Denison-Smith.

We deliver confidential searches for organisations that value discretion, sound judgement and a personal service, from first-line managers to the boardroom, whether full-time, fractional or interim. When you call us, you speak to us: from the first conversation to the day your new hire starts, and beyond.

Why Round House

Founder-led

No hand-offs: you work with the founders on every search, from the first conversation to the day your new hire starts.

An eye for leaders

Guy's 26 years as a British Army officer mean he knows how to spot and test leadership and character, not just experience.

A trusted network

Contacts across business, finance, government, education and charity, including people many recruiters can't reach.

Plus: **International reach** – UK or overseas, we find candidates wherever they are. **Flexible terms** – case-by-case or retained, with a competitive fee. **More than a hire** – mentoring and executive support when you need them.

What we offer

- **Every level of management.** Full-time, fractional and interim roles, from the boardroom to the first line.
- **A far-reaching network.** A well-established UK talent base and an extensive cross-border network.
- **No limits on geography.** We map talent pools across the UK, Europe, North America, the Middle East and Australasia.
- **Built on service.** Around 75% of our network is serving or has served in the Armed Forces, many now in business, finance and government.
- **Beyond our network.** Our network is where we start, not where we stop. Every search covers the whole market.

Where we work

Defence industry and consultancy (UK, US, Canada, Middle East) • Financial services and private banking • Technology, cyber and security (UK and Europe) • Government, education and charity • Commercial real estate (UK and Germany) • Private clients and high net worth • Livery companies

How we work

1 Listen

We take time to understand your organisation, its culture and what the role needs.

2 Search

Our network first, then the wider market, matching skills and experience to your brief.

3 Screen

We interview every candidate ourselves, preferably twice, before you see a name.

4 Present

A short, considered shortlist with our candid view of each person.

5 Support

We stay with you through offer and onboarding, with mentoring to help your hire settle.

Our values: Discretion • Honesty • Personal service • Due diligence

OUR COMMITMENT

Our name is on every placement, long after the start date.

We only introduce people we would trust ourselves, and we stay alongside you both for as long as you need us.

Let's talk

Every good search starts with a conversation. Tell us about the role you need to fill, and we'll tell you honestly how we can help.

Guy Denison-Smith, Co-Founder and Director, Executive Search

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