

## Focus on.....

Member: HornbyChapman Ltd. Location: Edinburgh / London / Singapore / Hong Kong

**Overview:** HornbyChapman Ltd is a specialist recruitment firm focused on senior permanent and contract/interim hiring in the post-trade world covering banks, asset managers, fintech firms and infrastructure providers. We work on roles from middle management to board level in Sales, Risk, Product, Relationship Management, Operations, and Strategy / General Management.

Our reach is global, with staff in London, Edinburgh, Hong Kong and Singapore and joint ventures in Mumbai, Toronto, Luxembourg, Johannesburg and New York.

Our USP is a combination of industry experience and a strong, current candidate network with in-house and external recruitment experience. We offer our clients and candidates unparalleled industry expertise, proven market insight, quality research and delivery and all provided within a very strict adherence to ethical policy and practice. At HornbyChapman, we listen to our client and candidate needs and adopt a consultative, bespoke approach – developing tailored recruiting solutions with transparency and integrity. Furthermore, we operate on a basis of absolute discretion.

We pride ourselves on our ever-developing network but we don't rely on it. We combine our knowledge of the market and exceptional relationships with fresh and on-going research.

**Meet the Principal:** Prior to founding HornbyChapman Ltd. with Victoria Hornby in 2006, Paul Chapman spent almost eighteen years in the asset servicing industry. Following graduation from Bournemouth University with an Honours degree in Financial Services he spent eleven years with Brown Brothers Harriman in a variety of positions prior to becoming Senior Vice President, Head of Investor Services London and also Managing Director, BBH ISL (Trustees) Ltd. Following that he worked for the Pershing Division of CSFB as Director of Sales for Europe and then State Street Bank as Senior Vice President and Head of Strategic Relationships. He subsequently moved to Northern Trust as Senior Vice President in the Global Fund Services business.

Along with Peter Shepherd, Paul runs the semi-annual Williams network management event and is a familiar face at asset servicing conferences around the world. He is married to former BBHer Karen and has daughters Emma, Molly and Maddy.

**Did you know?** Paul qualified for the Childrens Panel in Scotland (the equivalent of a magistrate) in 2018 and used to run the Winter Refuge for Homeless at St. Peter's Church in Hackney. He is a passionate supporter, and advocate, of the countryside and is currently one of the England Team Managers for Clay Target Shooting. He is not as good a golfer as he thinks he is....