



**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. The firm works on roles from middle management to board level in Sales, Risk, Product, Relationship Management, Operations, and Strategy / General Management.

It also has a Non-Executive Division headed by **Emma Berwick**, which offers executive search, Board advisory and inclusion and diversity expertise rooted in a strong technical understanding of the governance, risk, regulatory and behavioural requirements which are vital for impactful boards.

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.

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