



Expert Strategic, Financial & Operational *Executive Search*

We redefine executive search by offering exceptional service, proactive communication, and a personalised experience where you, and what you want, matters.

With more than 25 years of recruitment experience, including over 15 years specialising in C-suite and director appointments, Amanda McCulloch is widely recognised as the leading authority on board-level resourcing in north-east Scotland. Her expertise, approach, and dedication to securing exceptional leadership talent have earned her a reputation as a trusted advisor.

Conversation, Consultation, Commitment

We're here for leaders who expect more - those who value responsiveness and seek a partner who prioritises communication, insightful conversations and trust.

Once engaged, we move into a phase of consultation, providing due diligence, expert guidance and advice informed by decades of experience.

Your dedicated advisor is responsible for every aspect of your search assignment and is committed to achieving the best outcome for you.

High-Touch Service Ensures *You Select With Certainty*

Exceptional senior executives are performing more due diligence around long-term planning, role content, progression, director liability and total reward remuneration. This reinforces the importance of engaging a specialist who will execute a fair, transparent and robust process, enabling you to make confident hiring decisions.

It's always been about the people, that's the heart of everything we do. Click here to watch a video about our approach.



Join The *Growing Number Of Companies* Enjoying A Better Executive Search Service



Leadership *On Demand*

Businesses face constant change and access to the right leadership has never been more important. But not every organisation can afford, or attract, a permanent senior executive when a challenge arises - that's where Leadership On Demand is a game-changer.

Tap into a community of veteran leaders - think CEO, CFO, HR Directors - who have chosen a portfolio career and now work on a part-time, short-term, interim or project basis.

Our community of senior executives offers businesses of all sizes access to proven leadership - helping to bridge experience gaps, guide strategic transitions, provide operational oversight, resolve complex issues, and deliver smart, forward-looking insight.



RECRUITMENT SERVICES

Executive Search
Leadership On Demand
Non-Executive

tmm
EXECUTIVE

COMPLEMENTARY SERVICES

Psychometric Assessment
Remuneration Benchmarking
Market Mapping
Leadership Development

Why Engage TMM Executive

- ♦ Transparent pricing and no placement, no fee model that respects your budget.
- ♦ Resourcing specialists who act as an impartial advisor to you and trusted influencer to our executive candidates.
- ♦ Access to our networks and professional outreach enables a shorter resourcing cycle, reduced time to hire, and higher hire quality.
- ♦ De-risk the resourcing process. Executive search can be very expensive - if you get it wrong.

Transform Your Business
With Executive Talent



REC

Corporate
Member



Proudly
employee
owned.

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TMM Executive

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