

# About the AAW Group



The AAW Group is a fundraising leadership and search practice which provides recruitment and consulting support to charities and non-profits in the UK and internationally. AAW was founded by experienced non-profit leaders Tobin Aldrich, Imogen Ward and the late Mark Astarita who all held senior leadership roles at some of the largest charities in the world.

Since we were founded in 2016, AAW has successfully recruited key leadership roles – with a particular specialism in fundraising and communications – for organisations of all sizes and scale working in the UK and globally.

## Our Recruitment Services

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### Executive Search

AAW's Executive Search services for permanent director-level roles – including CEOs and Directors of Fundraising and Marketing - are expertly designed to curate and deliver a results-driven campaign tailored to your needs. With our bespoke AAW Insight and Assessment process, we ensure that we fully understand your organisation's strategy, goals and culture, and that we headhunt and secure a superb shortlist of assessed candidates for you, supporting you through to successful appointment.

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### Interim

AAW's Interim Management service covers all areas of fundraising, communications and digital, as well as CEOs, Finance and HR Directors. With AAW's extensive network of readily available interim directors, managers and heads of departments, we ensure you quickly secure experienced talent for vital roles (often offering a shortlist in just 48 hours) and assistance with contracting procedures.

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### Shortlisting

AAW's Shortlisting Recruitment service for permanent Head of function positions and senior managers combines our expert role and sector insight with robust and targeted candidate attraction methods. Our skilled shortlisting team collaborates with our founders' extensive and unique networks to ensure excellent selections on an exclusive basis where we manage all candidate applications and initial screening for you. This service operates on a 'no win, no fee' basis.

## Our Search Team

Our search services benefit from blending the expertise of skilled recruitment professionals from both the charity and commercial sector, and the track record and strategic insight of our founders and our senior fundraising consultants who bring significant hands-on leadership knowledge and networks from the sector.

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### Ali Kurn, Executive Search Lead

Ali joined AAW in early 2020 and has over 20 years of experience in quality-driven recruitment with both in-house and consultancy experience across the not-for-profit and commercial sectors. She has spent most of the last 17 years in the charity sector, leading Executive Search teams and managing bespoke campaigns to recruit CEOs, Directors, and Trustees. She also worked in-house as the Recruitment Lead at Nesta, the innovation charity, leading on all aspects of recruitment strategy and recruitment campaigns at all levels.

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### Angela Mann, Interim Lead

Angela is a specialist not-for-profit recruitment consultant and has managed permanent, temporary and interim campaigns at all levels across the sector for a wide range of specialisms, including fundraising, marketing and communications. Angela started in the commercial recruitment sector in 2007 before moving to charity recruitment in 2013, leading on campaigns for a diverse range of not-for-profits and charities.

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### Suzie Groves, Shortlisting Lead

With a career spanning over two decades, Suzie started her journey working for a large commercial recruitment agency where she was consistently ranked as one of the top consultants in the region. Suzie has always been inspired by the work of charities and the not-for-profit sector and, in 2012, moved to join a not-for-profit division, soon becoming the highest performing consultant at a specialist agency. Suzie has led hundreds of permanent and interim campaigns for AAW's clients.

For more information about any of our services, or if you are looking for your next career move, please call us on +44 (0) 7586 812 075 or email [enquiries@aawpartnership.com](mailto:enquiries@aawpartnership.com)