

International executive search and interim management firm with offices in London and Paris is looking for a **French speaking Senior Researcher/Delivery manager** to take ownership of end-to-end execution across multiple retained assignments. Our client supports global clients across energy, infrastructure, transportation and manufacturing, helping them build strong leadership teams at C-Suite and senior management levels across EMEA, the Americas and APAC regions. They have a collaborative, international and entrepreneurial culture built on trust, accountability, innovation and agility. This is a hands-on role for someone who enjoys running complex mandates, managing candidates with confidence, and maintaining high standards of process discipline.

The role is Central London based and offer one day WFH per week.

ROLE the Delivery Manager / Senior Researcher:

Search Delivery Responsibilities:

- Taking part in detailed client briefings and clarify requirements, evaluation criteria, and expectations
- Assisting with search strategies, target lists, and candidate evaluation frameworks
- Leading market mapping, talent identification, and outreach
- Conducting structured interviews and competency-based assessments
- Preparing high-quality deliverables (profile summaries; progress reports; candidate decks)
- Managing candidate relationships and providing an excellent experience throughout

Client Management:

- Taking part in client update calls throughout searches
- Communicating progress proactively, offering insight and solutions where needed
- Respecting and protecting timelines, managing expectations with care and clarity
- Building long-term trust through reliability, transparency, and consistent quality

Operational Excellence:

- Keeping CRM records and documentation up to date at all times
- Upholding and improving delivery standards and methodologies
- Identifying risks early and taking initiative to resolve issues
- Contributing to continuous improvement of tools, templates, and process

PROFILE:

- **Fluent French (native or proven full professional working proficiency)**
- **Comfortable managing up to 8–10 searches simultaneously, with 5–6 fully active at any given time**
- Able to operate with autonomy on delivery (mapping, outreach, qualification, process)
- Previous experience either in retained executive search or contingent recruitment backgrounds
- Ideally experience these sectors: energy, infrastructure, transportation and Manufacturing, or at least a genuine interest in them
- Excellent organisational and project management skills
- Ability to work under pressure and prioritise across several workstreams
- Strong communication skills, both written and client-facing
- Sound judgement and the ability to balance speed with quality
- Tenacity and a strong sense of urgency

French Resources Ltd – 0845 519 1945 – info@french-resources.co.uk

Registered office: Heathmans House, 19 Heathmans Road, LONDON SW6 4TJ. Registered in England and Wales No. 6956655



- High emotional intelligence and professionalism
- Values collaboration, transparency, and continual improvement

SALARY & BENEFITS:

- Between £40k and £60k basic according to skills and experience
- Strong bonus scheme based on placements and speed of delivery
- 25 days holidays
- 1 day WFH/w