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PRATAP

PARTNERSHIP

Pratap Partnership, experts in financial recruitment across Yorkshire, Lincolnshire and East Midlands.

Connecting Brilliant People.

After working together for most of the last twenty years, our partners created our company in 2019 with 100% of our own investment. We have built on our many years of experience, our presence in the sector and our unrivalled network of professionals to create a recruitment business that is dedicated to the accountancy & finance sector, providing the very best results and advice to employers and candidates.

We specialise in the commercial and practice sectors, with consultants who are dedicated exclusively to the sector they operate in.

All of our consultants have between 12 and 20 years' experience

Our team are based across North, West and South Yorkshire



Our History

Our partners have worked effectively together for most of the past 20 years, receiving the best foundations in a multinational at the beginning and evolving to create and co-own the Pratap Partnership.

1999

1999 to 2004

Our directors joined an International plc and the UK's largest recruitment firm, specialising in the finance market in Yorkshire

2006

2006 to 2012

Nicola Worrow, Gillian McBride and Elise Walsh were all part of the senior finance team, headed by Nik Pratap in his role as National Head of Senior Finance

2013

2013

Nik & Nicola join a new start-up recruitment business based in Yorkshire, specialising in the accountancy & finance market

2015

2015

Gillian & Elise join up with Nik & Nicola.

2019

2019

Pratap Partnership is established





Our Partners



NIK PRATAP

Nik is the Managing Partner of Pratap Partnership with over 20 years experience working in both international and independent recruitment businesses.

After graduating, Nik joined PWC before starting his career in finance recruitment in 1999. Throughout his career he has undertaken various senior roles including National Director for senior finance at an International plc and equity partner for a privately invested recruitment business, leading the finance division.

Nik is responsible for recruiting executive level appointments in the business.

Nik's proudest moment to date and biggest achievement has been setting up the Pratap Partnership, working alongside three of his former colleagues. Shared values, networks and passion for what they do enable the team to provide a top quality service to both candidates and clients.



NICOLA WORROW

Nicola is a Partner in the business and will specialise in recruiting accountancy and finance jobs across South Yorkshire, North Lincolnshire and East Midlands.

After graduating, Nicola spent some time abroad before beginning her career in recruitment. She has worked in recruitment since 2001 and roles to date have included, Business Director for an International plc and Business Development Director for a leading independent specialist recruitment company.

Nicola is passionate about what she does and is extremely proud to still be involved at the coal face with high standards of service and delivery.

Nicola has worked with Nik for the last 18 years and is looking forward to this new and exciting challenge.



ELISE WALSH

Elise is a Partner in the business and will specialise in recruiting in the public practice sector across the Yorkshire region.

After graduating, Elise joined a top ten practice firm where she began her career in tax. Her career then took her to working in finance recruitment in an International plc in 2005 with a key focus on professional practice. She has most recently been Head of Professional practice at a privately invested recruitment company where she worked with businesses from Big 4 accounting firms through to regional and independent accountancy practices.

Elise prides herself on her honesty and integrity alongside the knowledge she has of her sector which has allowed her to establish the large network of trusted clients and candidates she has today.



GILLIAN McBRIDE

Gillian is a Partner in the business and will specialise in recruiting accountancy and finance jobs across North and West Yorkshire.

Gillian graduated with a Spanish degree and following a short career in logistics she started working in recruitment 15 years ago. Firstly at an International plc as a Business Manager she learnt many of the tools she still uses today and most recently as a Director for a leading privately invested recruitment business.

Gillian's success has come in being passionate about ensuring both her candidates and clients receive a personal and honest service with a consultative approach.

Gillian is extremely proud and excited to be working with Nik, Nicola and Elise in this next chapter of their recruitment careers.



LORRAINE PRATAP

Lorraine is a registered Director in the business and a member of the Board. Lorraine is responsible for the financial and legal aspects of running the business.

Lorraine started her career as an assistant accountant for a manufacturing business in Northern Ireland before joining an International plc. She specialised in practice and taxation recruitment across Yorkshire, progressing to a senior management position. Lorraine was also involved in delivering training across all specialisms across the North.

In recent years, she has worked as a freelance trainer in the recruitment sector, a work placement officer at an FE College and a support worker for young adults in Doncaster.

Our values

We set the standard for acting ethically and discreetly in our sector - we believe these are the essential ingredients for any recruitment business. Our team values have strengthened and evolved over our years of working together.

PEOPLE COME FIRST

People come first - Recruitment is a process of attraction, assessment, integration and retention. Our people are the most important aspect in getting this right for our clients and candidates. We listen, we consult and we deliver based on each individual's preference.

LONG TERM APPROACH

We are always motivated by the long-term opportunity rather than the short term gain. We have created our most successful client relationships and the quality of our candidate network on this basis.

ACCOUNTABILITY

Our clients and candidates invest their time and their trust in us. The strength of our business is based on this and we all make ourselves personally accountable for every relationship we have.

SETTING THE STANDARD

We lead the market in the quality of what we do, our investment in innovation and the quality of our people.

WE GET THINGS DONE

Our job is to solve the challenges that our clients and candidates face, within the timescales that are agreed at the outset of each project.



What we do

Specialising in the accountancy & finance sector, Prata Partnership provides a personal service to all employers and candidates to deliver results across permanent and interim recruitment.

PRIVATE SECTOR

Executive Finance (CFO and Finance Director)
Senior Management
Newly - Qualified
Part - Qualified
Credit Control, Accounts Receivable,
Accounts Payable & Payroll
Internal Audit
In house Tax



PRACTICE SECTOR

Partners
Directors & Senior Managers
Managers
Newly - Qualified
Non- Qualified
Audit, Accounts, Tax, Corporate Finance,
Transaction Services, Corporate Recovery,
Insolvency



HELPING EMPLOYERS ATTRACT AND RETAIN THE BEST TALENT

We are the experts in accountancy & finance recruitment. We have the knowledge, the network and the resources to place the best candidate into every single opportunity.

We work with all types of employers in the private sector, from SMEs to multinationals and with all sizes of accounting firms, from OMBs to the Big 4 for all of their staffing needs.

We specialise solely in the recruitment of accountancy & finance candidates to ensure that we have the reach to find the best candidate for every potential opportunity. We attract candidates through our brand, our networks and our investment in all of the latest recruitment technology. Every employer who recruits through Pratap Partnership knows that the candidate they hire is the best person for their job.

Our clients have the peace of mind that we have done everything possible to assess our candidates;

1. We meet every candidate we represent to build a personality profile and to interrogate technical strengths
2. We thoroughly reference our candidates where possible and use the strength of our network to get third party input to each candidate where possible (and where agreed with the candidate)
3. We confirm the professional qualifications of the candidates we place

The circumstances surrounding every hiring need vary across a number of factors;

1. The skillset sought compared to the existing talent pool
2. The available time to hire
3. The employer's existing recruitment protocol and number of stakeholders
4. The recruitment budget

We listen to our clients and recommend the best possible solution. This may be one of the solutions below or a blend of more than one;

1. Retained search & selection
2. Advertised campaigns
3. 24 hour search of database and network
4. Contingent shortlisting
5. Fixed term contracts
6. Interims

HELPING CANDIDATES FIND THE BEST OPPORTUNITIES AND MAKE THE RIGHT CAREER DECISIONS

Every candidate is a VIP

We have individually placed many candidates several times, but have many relationships that are just as strong where we have not placed them once. We have an honest, proactive and personal approach to our candidate relations - we are driven by seeing our candidates make the right decisions and helping them make the right decisions for themselves.

We meet with every individual we represent and aim to give all of the benchmarking, market intelligence and practical advice to develop them into being an even better candidate.

Our successful strategy has been to grow our network of employer contacts by providing an excellent candidate service to them personally, at every occasion when they have needed it.



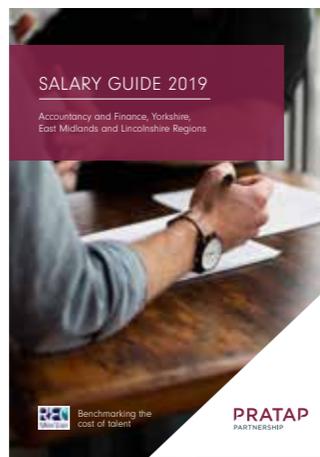
Publications



CANDIDATE GUIDE

Making the best individuals into the best candidates.

Pratap Partnership aim to make a major impact on all of our candidates. It is unfortunately impossible for us to place everyone we meet, but we can guarantee that we can add value, support and ideas that make a positive difference to everyone. We have created a candidate guide which brings together some of the top tips and ideas we have amassed over the past twenty years.



SALARY GUIDE

Benchmarking the cost of talent.

Over twenty years of experience has complimented our research to produce our 2019 salary guide, benchmarking roles across the finance sector in Yorkshire. It is important for employers to understand this information to ensure proper planning for their forecasts and planning. The guide is also invaluable to candidates to compare themselves against their peers and how they can expect to progress their own careers.





Connecting Brilliant People

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