



Case Study

[About Weatherbys Private Bank](#)

- Weatherbys was founded in 1770 by James Weatherby. Seven generations later, Weatherbys is still privately owned & run by his family.
- Family values of careful stewardship & attention to detail underpin everything they do.
- Weatherbys Bank is a fully accredited bank, offering all the services you would associate with a modern financial institution.



Roger Weatherby, CEO



Matthew Timms, appointed NED



Carole Machell, appointed NED

[About First Flight](#)

- Chair & NED recruitment specialists
- Widest choice of high-calibre Chair and NED candidates
- Affordable, success-linked fees

Weatherbys was founded in 1770 by James Weatherby. Seven generations later, they are still privately owned and run by his family. Family values of careful stewardship and attention to detail underpin everything they do. The Weatherbys name has been synonymous with the horseracing industry for 245 years. Today, Weatherbys Bank are a fully accredited bank, offering all the services you would associate with a modern financial institution. Weatherbys Bank has a diverse client base, including some from racing – but a majority who are not and their banking service is tailored to their clients' needs. They offer a full Banking service through their Racing Bank, Premier and Private Bank including current accounts, deposits and lending. Investment planning and wealth management advice is available. Building relationships with their clients is at the heart of their success. Every Private Banking client has a dedicated private banker and assistant, providing direct access and personal service.

First Flight were recommended to Weatherbys Bank's CEO – Roger Weatherby to supply them with one Non-Executive Director. Roger and Chris Spencer-Phillips, MD of First Flight had a meeting to discuss the Board requirements of Weatherbys Bank.

During this meeting it was agreed that First Flight were ideally suited to help Weatherbys with their Non-Exec recruitment due to their extensive experience within the Financial Services sector and the number of high calibre potential Non-Exec candidates within their talent pool who have a Financial Services background.

It was agreed during this meeting that the ideal candidate would have "a regulated Financial Services/banking background and gravitas". Further skills that they were seeking were "entrepreneurial business skills and experience of technology/digital solutions".

First Flight Non-Executive Directors embarked upon the project to find the ideal candidate. A shortlist of 10 candidates who met the different requirements for the role were presented to Weatherbys Bank from which they selected 6 to interview.

The interviews went extremely well and all 6 candidates did an impressive presentation to the Company's Nominations Committee. Due to the high quality of candidates, Roger Weatherby decided to invite 2 of the best candidates back to meet with Johnny Weatherby, the Company Chairman. As a result of this second meeting two Non-Execs were appointed; Carole Machell and Matthew Timms.

Carole brings with her extensive knowledge of the banking industry and Matthew has an outstanding background in ecommerce and digital communications across a number of well-known companies.

Roger Weatherby, CEO of Weatherbys Bank: "We were delighted with both the quantity and quality of the responses. The calibre of the shortlist was outstanding and we will definitely be using First Flight again for recruitment of any future Non-Executive Directors".

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