

MAYSON  
JAMES  
SEARCH AND ADVISORY

# Redefining Finance Leadership from the core of the CFO office

# Our story

**Mayson James was founded in 2025 with a single, sharp mission: to help businesses thrive through exceptional finance leadership. From traditional finance roles to future-facing skillsets grounded in Data and AI, we identify individuals with the insight to lead and the vision to transform.**

**With over 15 years of experience across three continents, Mayson James delivers world-class recruitment and executive search, built on a high-touch, consultative model.**

**Our focus lies at the heart of the CFO office — identifying and placing leaders across traditional finance disciplines and emerging, data-driven functions that are reshaping the modern enterprise.**

**We partner with clients and candidates who expect precision, discretion, and impact — helping organisations build resilient finance teams capable of navigating today and leading tomorrow.**

## **Our Expertise**

### **Retained & Executive Search**

**We secure future-ready finance leaders — AI-savvy or seasoned — who combine innovation, insight, and adaptability to accelerate transformation in today's evolving CFO landscape**

### **Intelligence & Advisory**

**We deliver strategic foresight through talent mapping — offering market intelligence and spotlighting elite professionals to help you plan, expand, or evolve with clarity and confidence**

### **Permanent & Interim**

**We connect you with permanent and interim finance leaders who deliver impact where it counts — empowering transformation, securing continuity, and advancing your commercial objectives with precision and pace.**



# **Our Commitment**

## **Commitment followed by execution**

**We pride ourselves on precision and follow-through — every commitment made is delivered with intent, ensuring our partners experience consistency, accountability, and results that speak for themselves.**

## **Expertise & Specialisation**

**Our work is grounded in deep sector knowledge and functional specialisation — enabling us to deliver nuanced, high-impact talent solutions across the full spectrum of the modern CFO office.**

## **Communication**

**We believe in consistent, transparent dialogue — ensuring clients and candidates are informed, supported, and engaged at every stage of the recruitment journey. Communication isn't a touchpoint; it's a principle.**



# Search Methodology in a timeline format



- **Client Discovery & Role Immersion**

Deep-dive into the business model, strategic objectives, and leadership culture. Define not just the role specifics, but the story behind the hire — why this person matters and what success looks like long-term.

- **Market Mapping & Intelligence Gathering**

Identify target organizations and relevant talent pools. Leverage existing networks, proprietary databases, and AI-driven tools to build a longlist of high-potential candidates. Factoring in industry trends and competitor intelligence.

- **Outreach with Purpose**

Craft personalized, insight-driven approaches — each phone call or message is designed to resonate with the candidate's aspirations and values. We are not just pitching a role; sometimes we are opening a conversation about a possibility.

- **Screening & Evaluation**

Conduct structured interviews focused on both capability and character. Assess cultural alignment, leadership traits, and adaptability in line with your expectations from the very first discussion.

- **Client Collaboration & Shortlist Delivery**

Present a concise, narrative-rich shortlist. We highlight each candidate's potential impact, their story, and relevance to the company's goals. Interviews to be scheduled in line with diaries of all interviewers before commencing this stage of the process.

- **Offer Management & Onboarding Advisory**

Advise on negotiations, manage counteroffers proactively, and provide onboarding insights to ensure successful integration. Continue as a trusted partner beyond placement to ensure long-term success.



## **Core finance leadership roles we specialise in**

**Chief Financial Officer**

**Finance Director**

**Finance / FP&A Director**

**Financial Controller**

**Financial Planning & Analysis Manager**

## **Data / AI driven Finance roles we support**

**Chief Operations & Financial Officer (COFO)**

**Chief Value Officer**

**Head of Innovation Finance**

**Financial Data Scientist**

**AI-Driven Finance Strategist**





**Elliot Jackson - Founder & CEO**

*The recruitment industry may be saturated—but genuine accountability remains rare. Too often, highly skilled finance professionals are left overlooked: engaged once, then forgotten. Applications go unanswered. Promises go unfulfilled.*

*At Mayson James, we exist to set a higher standard.*

*Our mission is clear: to connect organisations with finance talent who don't just fill roles, but drive transformation. From traditional leadership to emerging, data-driven skillsets, we specialise in identifying individuals capable of future-proofing businesses in an evolving world.*

*For candidates, our approach is rooted in respect and responsibility. While we cannot secure every next move, if we engage with you, we follow through — with transparency, timeliness, and purpose.*

*For businesses seeking a partner committed to impact, precision, and the future of finance — we welcome the conversation.*



***To learn more about how we can support your organisation, please contact us today***

**Email**  
**[www.maysonjames.com](http://www.maysonjames.com)**



**Phone**  
**07903488941**

