



**Lumina Search  
Information Pack  
2021**

## What We Do

Lumina is a specialist search consultancy working exclusively in media & entertainment.

We conduct retained, senior executive searches up to Board level – both permanent and interim.

We know the media business inside out, and our expert knowledge plus our extensive network ensures we can find the talent you need – no matter how complex the brief.

## How We Work

### Our Mission

To create partnerships throughout the Media & Entertainment sectors and deliver outstanding search and consultancy services to clients.

### Our Aim

To be the go-to retained search partner for Media and Entertainment companies worldwide and to work with our clients over and over again.

### We Offer

- ★ Discretion, integrity and flexibility
- ★ Hard work, industry expertise and quick, cost efficient results
- ★ The highest level of service to both clients and candidates
- ★ The personal involvement of our principals in every piece of work
- ★ An unrivalled track record of success and repeat business

# Our Clients

We work across:

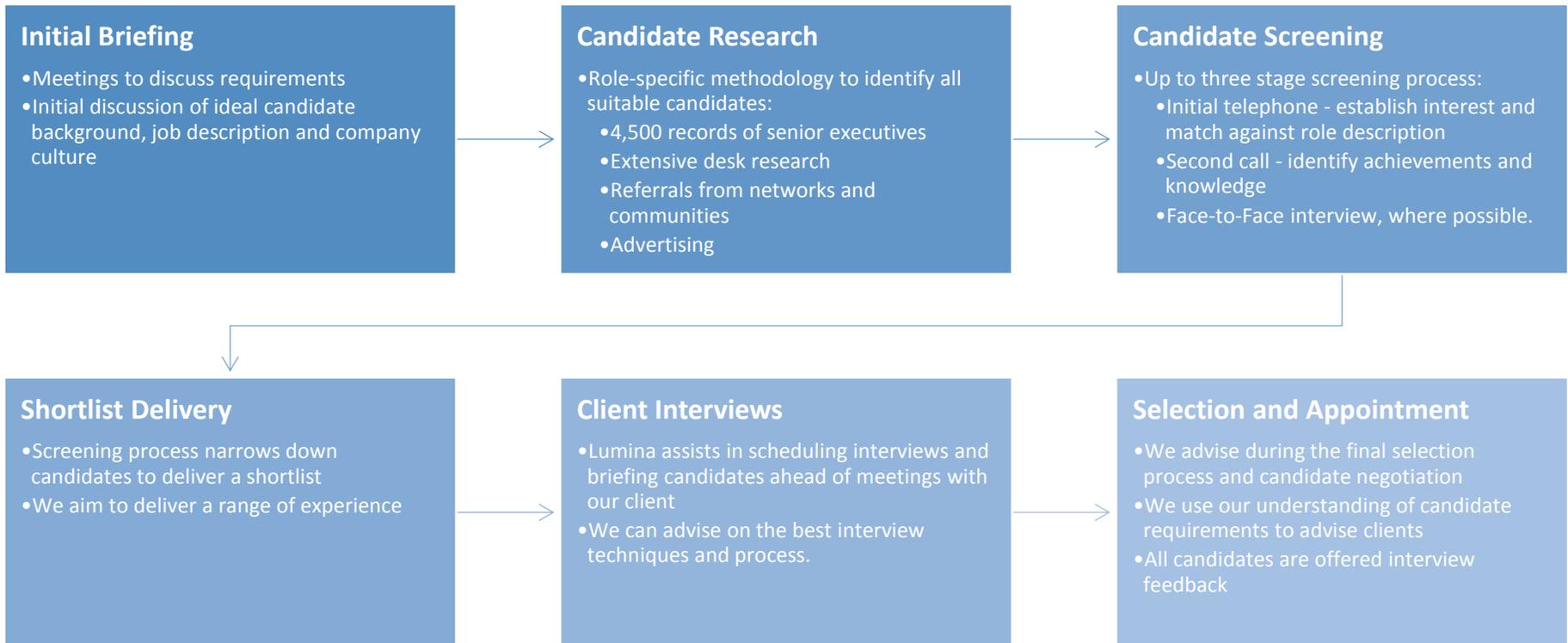
- ★ Digital Operations
- ★ Digital Distribution
- ★ Digital Production
- ★ Entertainment
- ★ Film Distribution & Exhibition
- ★ Film Production
- ★ Music
- ★ News
- ★ Sport
- ★ Telecommunications
- ★ Television Channels
- ★ Television Distribution
- ★ Television Production



# Placements

- ★ CEO, Award-winning Drama Production Company (UK)
- ★ Head of Commercial Partnerships, Global Content Creator (USA)
- ★ VP Growth Marketing, Major Studio Streaming Service (UK)
- ★ Managing Director, Top Media Localization Service Provider (Netherlands)
- ★ Managing Director, Independent Content Development Company (UK)
- ★ Head of Original Commissioning, Leading SVoD service (France)
- ★ CEO, Digital Division, Pay-TV Broadcaster (S.E Asia)
- ★ VP Digital Services, Global Non-Theatrical Licensing Agency (UK)
- ★ Head of Business Development, Major Broadcaster (UK)
- ★ Director of Communications, Global Content Company (UK)
- ★ Commercial Director, Digital Cinema (UK)
- ★ VP Global Sales (Theatrical), Film Finance and Production Company (UK)
- ★ Global Chief Content Officer, Streaming Service (US)
- ★ VP Digital Distribution, US Studio (Hungary)
- ★ Global Head of Commercial Affairs, Media Group (UK/Canada)
- ★ Chief Executive Officer, Broadcast Technical Services Company (UK)
- ★ SVP of Marketing, Streaming Service (US)
- ★ CTO, Major UK News Broadcaster (UK)
- ★ VP Europe, Global Non-Theatrical Licensing Agency (UK)
- ★ VP Sales & Acquisitions, Media Group (UK)
- ★ International Managing Director, Leading Film Distribution Company (UK)
- ★ Managing Director of Production, Independent Entertainment Company (UK)
- ★ Global Sales Director, Digital Media Company (UK)
- ★ CTO, Leading Arts Venue (UK)
- ★ Editorial Director, Major rolling News Channel (France/ Congo)
- ★ VP Development and Production, Content Creation Company (Malaysia)
- ★ European Sales Director, Broadcast Technology Company (UK)
- ★ UK MD, Home Entertainment Label (UK/USA)
- ★ CEO TV, Independent Film Production Company (UK)
- ★ Channel Director, Leading Entertainment Channel (Russia & CIS)
- ★ Senior Product Manager, Service Provider (Belgium)
- ★ Director of Business Development EMEA, Media Technology Company (UK)
- ★ Head of Newsgathering, International News Network (Luxembourg)
- ★ COO, Independent International niche TV Channel, (UK)
- ★ Director, Distribution & New Media, CEE, US Studio (UK)
- ★ MD, Production Facilities, Content Creation Centre, (UAE)
- ★ VP, Programming & Marketing (Branded Services) US Studio, (UK)
- ★ Managing Director, Leading Production Company Group, (UK)
- ★ Chief Creative Officer, Leading Multi-Media Production Company, (UK)
- ★ CEO, Australian based Sports TV Producer / Distributor (UK)
- ★ International Commercial Director, Broadband (Netherlands)
- ★ Director of Production , International Webcasting/Virtual Events company (UK)
- ★ Managing Director, Global News Channel (Japan)

# The Process



Thanks to our specialist knowledge of the media and entertainment sectors, we are flexible to client's timelines. Furthermore, all candidates we put forward are validated extensively through numerous screenings and interviews, ensuring we put the very best candidates for the role and ensure a smooth appointment.

# Team

## **Anne Fenton FCIPD – Managing Director**

Anne has worked in Executive Recruitment in the Media Sector for over 16 years and in the Media as a whole for over 20 years. Formerly Joint MD of Searchlight Executive, she has worked with a wide range of clients from small start-ups to large multi-national corporations.

A Fellow of the Chartered Institute of Personnel and Development, she is also a qualified tester for Level B psychometric testing.

Before Searchlight, Anne was Executive Director of BKSTS, a professional organisation for technology professionals within the media sector.



## **Gary Hodes MA CA – Principal**

A Chartered Accountant, Gary has a background in international film distribution with Warner Bros. Inc.

In a 17-year career spanning London, New York and Los Angeles, Gary moved from finance to European sales before leaving Warner to start the Searchlight Group which includes Lumina, Searchlight and Grapevinejobs.

He specialises in Finance and Strategy roles.



# Team

## **Quintin Plane – Senior Research Consultant**

Quintin leads our research efforts on our international searches. He has worked on assignments on behalf of leading digital and linear TV companies, Hollywood Studios and many independent businesses in the industry.

A film studies graduate, Quintin has extensive research experience in this sector. He has also assisted with marketing at the Sheffield DocFest; mentored young filmmakers on behalf of the BFI; and assisted production of Sheffield Live's Film Show.



## Testimonials

*We engaged Anne and her team at Lumina Search when we needed to find a new CEO for Red Production based in Manchester. I was looking for a very strong leader who could take on a unique role and Anne provided us with a very thorough diverse shortlist. Her experience and contacts within the creative industries enabled Lumina to react quickly and carry out an in-depth search of potential candidates in the market. I was impressed by the high standard of talent I met during the process. This level of professionalism leads to a strong partnership, one we hope to nurture in the future.*

**Executive Managing Director, Studiocanal**

**STUDIOCANAL**

*Anne and her team left no stone unturned as they conducted the search. They were thoroughly professional, worked diligently and Anne was a great sounding board throughout the process. Anne took time to understand the company and our needs, ultimately sourcing the ideal candidate for the role. I would not hesitate to use or recommend Lumina for future searches.*

**Managing Director, Keshet UK**



*We have used Anne Fenton and her team at Lumina a number of times, but gave them a particular challenge recently. ITN conducted a search for a new Chief Technology Officer and asked Lumina to help scope out the right brief and applicant profile. Having agreed those, we then set a timetable to deliver the first long list to us within three weeks. Lumina did that, managed the selection process and in the end we successfully found, offered and landed the perfect candidate for the job, all with the minimum of fuss. I would certainly use Lumina again.*

**CEO, ITN**



*We invited Lumina to pitch for the search for a new CTO as we had worked with them so successfully before on a senior appointment (MD of Enterprises) and they have a lot of skill and experience in the media and digital space. Lumina worked to an agreed deadline and impressed throughout with the quality of the candidate brief and summary digests for the interview panel.*

**COO, Royal Opera House**



*We had been looking for a senior person for over a year without much success until we got Anne on board. She has done an amazing job and found us not only one person but quite a few very good candidates that fitted very well our description. She seems to know the industry really well and has been a great source of knowledge and information. I would highly recommend her.*

**VP/General Manager CEE, The Walt Disney Company**



*We gave Lumina a very challenging brief to find a heavy-hitter to become Global Chief Content Officer for our growing streaming business. The process went very smoothly and this was the first time I have ever had the perfect candidate offered from the original short list – in fact there were several excellent candidates we would have considered hiring. Thanks to Anne and her team.*

**Group CEO, iflix**



# Contact Details

[www.luminasearch.com](http://www.luminasearch.com)

+44 (0)20 7965 7500

[mail@luminasearch.com](mailto:mail@luminasearch.com)

Anne Fenton, Managing Director

[anne@luminasearch.com](mailto:anne@luminasearch.com)

Lumina Search

77 Whitehall Park

London

UK

N19 3TW

# The Searchlight Group

Lumina is a member of the Searchlight Group of companies, providing a full range of recruitment services:

Recruitment



Freelance Creatives & Crew



Recruitment Advertising

