

Lumina Search Information Pack 2022



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



BBC



ViacomCBS



Channel 4



Amazon Prime Video



Red Bull



Blue Ant Media



Paramount Pictures



ITV



Love Nature



Disney



Ofcom



ITN



CuriosityStream



StudioCanal

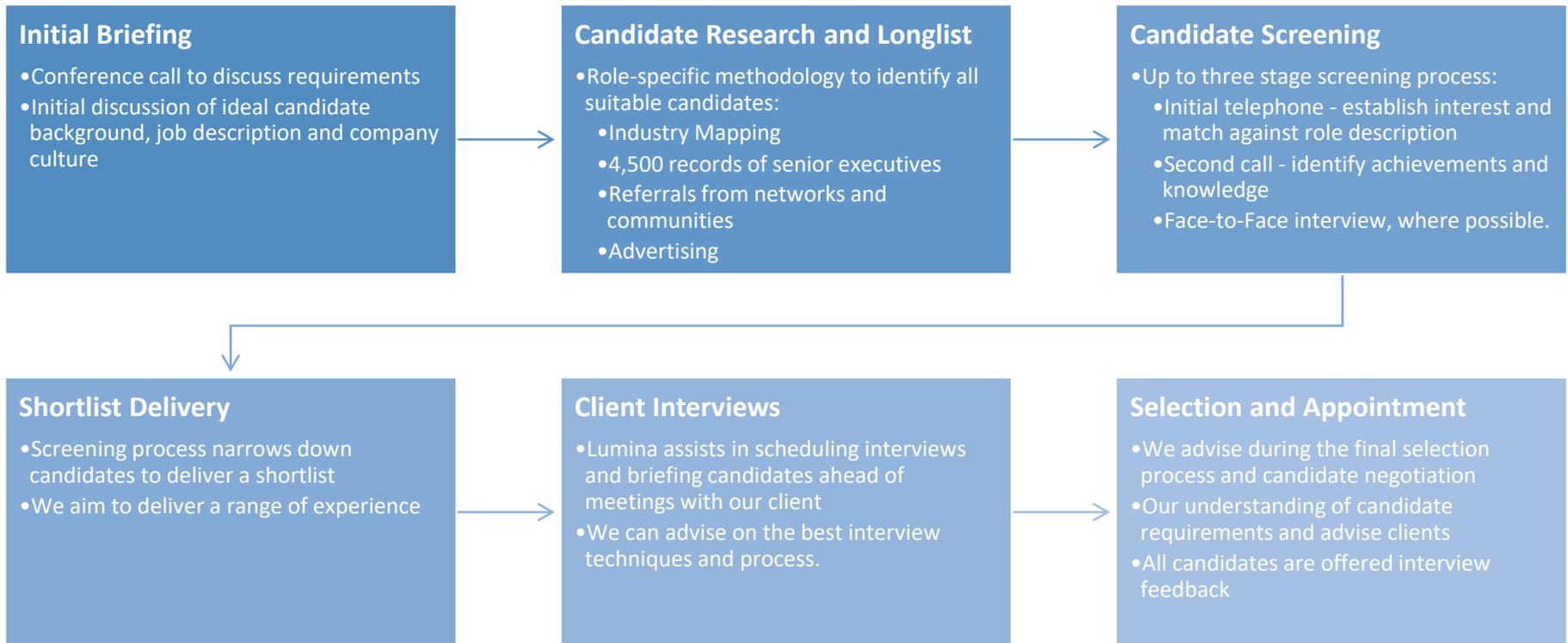


Banijay



IMG

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.

Searches

General Management

- Managing Director, Global News Channel (Japan)
- Executive Consultant, Global News Broadcaster (UK)
- CEO, Digital Division, Pay-TV Broadcaster (S.E Asia)
- Managing Director, Leading Production Company Group, (UK)
- Managing Director of Production, Independent Entertainment Company (UK)
- CEO, Australian based Sports TV Producer / Distributor (UK)
- Chief Executive Officer, Broadcast Technical Services Company (UK)
- Managing Director, Independent Content Development Company (UK)
- International Managing Director, Leading Film Distribution Company (UK)
- UK Managing Director, Home Entertainment Label (UK/USA)
- MD, Production Facilities, Content Creation Centre (UAE)
- CEO TV, Independent Film Production Company (UK)

Content

- Editorial Director, Major rolling News Channel (France/ Congo)
- Global Chief Content Officer, Streaming Service (US)
- Executive Content Director, Private Member Organisation (UK)
- Head of Original Commissioning, Leading SVoD service (France)
- Chief Creative Officer, Leading Multi-Media Production Company, (UK)
- Chief Content Officer, Leading News Production (UK)
- VP Development and Production, Content Creation Company (Malaysia)
- VP, Programming & Marketing (Branded Services) US Studio (UK)
- Director of Production , International Webcasting/Virtual Events company (UK)
- Channel Director, Leading Entertainment Channel (Russia & CIS)
- Head of Content, television and film producer and distributor (US)

Sales & Business Development

- Chief Sales Officer, Global Audio Tech business (APAC)
- VP Digital Services, Global Non-Theatrical Licensing Agency (UK)
- Head of Business Development, Major Broadcaster (UK)
- VP Global Sales (Theatrical), Film Finance and Production Company (UK)
- VP Digital Distribution, US Studio (Hungary)
- VP Sales & Acquisitions, Media Group (UK)
- Global Sales Director, Digital Media Company (UK)
- European Sales Director, Broadcast Technology Company (UK)
- Director of Business Development EMEA, Media Technology Company (UK)
- VP UK Business Strategy and Sales, entertainment company (Canada/USA)
- Head of Sales Operations, public broadcast television network (UK)

Commercial & Finance

- Global Head of Commercial Affairs, Media Group (UK/Canada)
- Commercial Director, Digital Cinema (UK)
- International Commercial Director, Broadband (Netherlands)
- VP Europe, Global Non-Theatrical Licensing Agency (UK)

Operations & Technology

- CTO, Major UK News Broadcaster (UK)
- Head of Newsgathering, International News Network (Luxembourg)
- COO, Independent International niche TV Channel, (UK)
- CTO, Leading Arts Venue (UK)

Marketing

- Head of PR, Leading News Production (UK)
- CMO, Streaming Service (US)
- Director of Communications, Global Content Company (UK)

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

Stephanie Hatton – Associate Partner

Stephanie started her first company back in 2005, which is now one of the most successful media recruitment specialist agencies in the UK. She is now chairperson of The Crewing Company, guiding it into its next generation of management. Stephanie joined Lumina in 2022.

Over the last few years she has been a guest speaker for both UK Recruiter Director Events, Mama Youth Project and Ravensbourne College.

She has provided guidance for companies such as BECTU and Skillset and selected to be part of the Goldman Sachs Business Programs.



Kaiya Simon - Researcher

Kaiya also joined Lumina in 2022, starting her professional researching career.

She has previous experience as an SEO Executive and SEO Digital Copywriter for Twinkl, an educational publisher.

Kaiya also has a BA in Journalism, Media & Culture & an MA in Magazine Journalism, both from Cardiff University.



Team

Junead Adam - Financial Controller

Junead has over 10 years' experience working within the finance industry and is also a Part-Qualified Accountant with the ACCA.

He is experienced in managing and maintaining financial accounts with high attention to detail and accuracy.



Hayley Henry - Group Finance Director

Hayley is a Chartered Tax Adviser and Fellow Chartered Certified Accountant. With over 18 years experience in both practice and industry, Hayley is an exceptional accountant who oversees and directs the company's financial operations.

Hayley has worked as an accountant in many different industries including, property, finance, retail, events and marketing. She has also been accountant to some of the UK's top musicians & stars.



Testimonials

"We had been looking for a senior person for over a year without much success until we got Lumina on board. They did an amazing job and found us not only one person but quite a few very good candidates that fitted very well with our description. They seem to know the industry really well and have been a great source of knowledge and information. I would highly recommend them."

VP, General Manager CEE



"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



"Lumina helped us with the recruitment of a VP Digital Distribution based in Hungary. Despite the challenging nature of this position, they supplied us with a very promising and diverse shortlist to begin with. Anne and her team are also very proactive, well organized and did an excellent job in moderating between the candidates' expectations and Company's expectations."

HR Director Europe, Paramount Pictures



"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 and summary digests for the interview panel."

COO, Royal Opera House



"We have used Lumina for a number of senior level searches over the last couple years. They provided a very thorough analysis of the market and the potential candidates and helped us through the process of interviewing and evaluating our options. In each case we've been very pleased with their efforts and very happy with the candidates we've selected."

Chief Content Officer, Acorn



"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, Studio Canal



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Anne Fenton, Managing Director

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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

