



People consulting

Board and Independent Non Executive Director (INED) search and recruitment services.

At Forvis Mazars, we provide a specialist, bespoke and governance led approach to the sourcing and recruitment of Board and Independent Non Executive Director (INED) appointments. Our methodology is built on transparent evaluation, rigorous assessment and an extensive senior leadership network.

With over four decades of industry leadership in the professional services sector, we have developed strong, far reaching networks that give our clients access to a large pool of suitable talent with both established and emerging director level experience.

Expert support from our people consulting team

Our experienced people consulting team works in close partnership with clients to understand their Board composition, skills gaps and long term strategic priorities. We then identify, evaluate and recommend high calibre candidates who bring objective oversight, strategic challenge, sectoral insight and governance expertise. Through this meticulous approach, Forvis Mazars helps organisations build strong, effective Boards that reinforce good governance, enhance accountability and drive sustainable growth.

We manage every stage of the recruitment cycle with precision, ensuring a seamless, transparent and fully compliant process from initial advertising through to final selection. This end to end service ensures that

every appointment is robust, properly documented and aligned with the highest standards of public and private sector search practice.

Assurance, integrity and compliance in every appointment

We have extensive experience across the public, private and not for profit sectors, bringing unrivalled insight into the governance needs of organisations. As a licensed provider under the Department of Enterprise, Tourism and Employment and an accredited supplier with the Commission for Public Service Appointments (CPSA), we ensure every engagement meets the highest standards of independence, compliance, transparency and quality.

Our bespoke INED search and recruitment process

- Global search capabilities to attract the most qualified and diverse INEDs and Chairpersons.
- Direct access to exclusive national and international networks of experienced, emerging and aspiring INEDs and Chairpersons.
- Advisory services to enhance overall Board effectiveness.
- Talent mapping for long term succession planning and market insight.
- Access to Forvis Mazars' global network of 40,000 professionals, expanding international reach.
- Trusted expertise in recruitment, recognised for transparent and consistent delivery.

Focused on building strong, diverse Boards

- We understand that high calibre Independent Non Executive Directors and Chairpersons are essential for strengthening governance, enhancing oversight and supporting long term organisational resilience. INEDs bring independent challenge, fresh perspective, and informed judgement – qualities that improve risk management and strategic decision making at Board level.
- As regulatory expectations and market complexities increase across sectors, organisations benefit from independent voices capable of maintaining strong oversight, supporting compliance obligations, and enhancing organisational integrity. Our tailored INED search services ensure our clients build balanced, effective Boards that inspire stakeholder confidence and support long term success.

Leveraging powerful networks to access exceptional talent

Strong, far reaching networks are fundamental to effective INED sourcing. Our comprehensive national and international professional networks allow us to access a broad, diverse pool of senior level and Board ready candidates – far beyond what traditional or internal recruitment methods can achieve.

We are also able to source highly experienced individuals who may not be actively seeking new opportunities but remain open to the right role. Without these networks, organisations rely on narrow, informal pools that limit diversity of thought, background and perspective. By leveraging search capabilities, Forvis Mazars ensures clients can access high calibre, independent talent that elevates Board performance and strengthens governance.

Advantages of working with Forvis Mazars

- Presence in 100+ countries, combining local market insight with global reach.
- Proven specialists in Executive, Board level and INED appointments.
- A leading provider of recruitment and search services to public, private and state bodies.
- Deep industry connections and relationships across sectors, including health, science, education, media, sport, culture, not for profit, financial services and insurance.
- Access to premium search solutions to secure specialist and high impact talent.
- A dedicated project team providing a single, consistent point of contact.
- Robust methodologies and technology enabled processes that withstand scrutiny.

Since 2013, we've cultivated a strong network of C-suite leaders, many of whom are now transitioning into the INED space. With ongoing, close contact with these professionals, we can quickly and effectively match you with the perfect candidate for your board.

Why choose Forvis Mazars?

- All People Consulting team members are CIPD qualified and PRINCE2® certified.
- Extensive experience with both public and private sector Board appointments.
- A multidisciplinary team including HR practitioners, legal professionals, behavioural scientists and industry specialists.
- Flexible pricing models tailored to meet your unique requirements.



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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000+ professionals across the globe to assist clients of all sizes at every stage in their development.

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