



# **The Executive Search and Talent Consultancy for the Digital Asset Industry**

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## 2024

**"CONSISTENT AND RIGOROUS...  
WE'VE BEEN DELIGHTED WITH THE  
RESULTS."**

Simon McLoughlin, CEO, Uphold

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# BACKGROUND

C-Enable is part of the Enable group, which has been hiring and advising senior leadership talent around the world since 2001.

Due to the absence of a dedicated executive search and talent consultancy firm focused on senior talent within the crypto industry, we founded C-Enable in 2022.



# INTRODUCTION

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As the digital asset industry evolves, the competition for optimal leadership is becoming increasingly challenging. Increased regulation and traditional finance moving into crypto necessitates rigorous governance and leadership from the very best talent at Board-level, C-level and below.

To stay ahead of their competition, crypto businesses are having to look outside their own networks to hire the very best senior executives and non-executives to transform and scale their firms.

C-Enable exists to make this possible.

Made up of a team of experienced consultants, some with over 20 years of experience in headhunting and talent consultancy, C-Enable's mission is to help this fantastic industry get to where it deserves to be in terms of hiring and developing talent.



# OUR SERVICES

Our services cover every aspect of identifying, hiring, and developing your leadership team across all job functions, including at C-level and board-level.

## COMPETITIVE INTELLIGENCE AND MARKET MAPPING

We research, interrogate, and compile a complete picture of your competitive landscape in terms of talent, detailing, when required, compensation details and weaknesses, as well as strengths within your competitors.

## EXECUTIVE SEARCH

On a retained and exclusive basis, we interrogate the whole market, over several geographies when required, to identify and hire the most suitable individuals for you.

We consult and challenge you when necessary so we can pinpoint the optimal profile of the individual you need and where we might find them.

We interview our targets a minimum of twice before deciding whether they are strong enough to present to you.

When introducing candidates, we detail their personal circumstances and motivations, as well as their professional experience, commentary on their successes, and any concerns we have about them, however small.



Our process typically takes two months, from instruction to us having introduced every suitable candidate on the market to you.

We are transparent with our process, and you will be able to see our progress at every stage, providing you with a weekly report containing our commentary and intelligence on the market, as well as the profiles of the individuals we are targeting.

Our task is to rule people out for you, even if we have the slightest concern, so we will typically only need to introduce one to three candidates who are a perfect match for you.

We help you design your interview process if required, and exchange feedback with you and the candidate at every stage, working with you to constantly evaluate their suitability and any concerns we may share.

We handle the negotiations around compensation to ensure you obtain the best value for money around base salary, bonus, and any equity/equity plans, and help ensure that your chosen candidate does not get counter-offered by their current employer.

Given that the mis-hiring of somebody is much more expensive than hiring, particularly at leadership level, we also offer additional services around personality profiling and onboarding.

As we take intricate care with the hiring process and onboarding, we hope and expect the selected candidate to stay with you for many years, but should they leave your firm within six months, we offer a free of charge replacement guarantee.





## TEAM LIFTS

If you need to restructure a particular department, we can offer you a 'Team lift' service where we identify a complete team to lift out of a competitor.

The advantage of this is twofold:

- The overall fee is lower than hiring one at a time.
- As the team is used to working together, this makes onboarding and integration more efficient and dramatically increases the chances of longer-term retention.

## ASSESSMENT

We offer personality profiling assessment solutions for individuals and teams within your current business as well as those you are hiring.

Assessing team dynamics and team fit can help evaluate your strengths as a team and the gaps you might need to fill.

## TALENT PIPELINING

If you are not ready to hire or are unsure about the type of talent you require now and in the future within your fast-evolving business, we can help you assess what is available by rigorously interrogating the competitive landscape on your behalf. We will then introduce a range of options for you to evaluate before we approach and hire the targets at a pace to match your needs.

We can also engage in a watching brief for you to drip-feed talent to you across a range of requirements and geographies on a continual basis. This would have economic advantages for you as it would be comprised of a comparatively modest rolling retainer with additional, discounted placement fees, which are only paid when a candidate is hired.

## **INCREASING RETENTION**

There are of course phenomenal costs of losing leadership talent to the competition. Some experts calculate that the loss can be up to 5x the salary of the individual concerned.

We offer various levels of service designed to increase your retention rates, looking at such aspects as your onboarding programmes, your culture, compensation, training and development, and career opportunities within your business.

## **COMPENSATION AND BENEFITS CONSULTING**

Together with our strategic consultants, who have been working in the crypto industry since its inception, we can provide you with up-to-the-minute intelligence on how your competitors are rewarding their leadership and advise how you should be structuring compensation.

This obviously not only prevents you from losing key hires through underpaying them but also helps you overpaying unnecessarily.

By looking closely at your nearest competitors, we can advise on competitive base salary, bonus, and equity (plans) for particular roles you pinpoint and can also design compensation models for the various levels you are hiring.

## **ORGANISATIONAL CONSULTING**

Drawing on extensive expertise, we offer insights to optimise organisational structures, enhancing efficiency and fostering a culture of success.



## EDI CONSULTING

We are the creators of the 'Women in Crypto for Boards' initiative with the mission to address the disparity of women on boards to improve the industry and the individual firms within it.

We are hosting a series of events on this topic being hosted in London, New York and Europe.

From witnessing firms in other sectors making gains commercially as well as improving in governance and other areas through hiring more women onto their boards, our goal is to enable firms in the digital asset sector to benefit in similar ways.

We also have a strong interest and knowledge in other types of diversity, inclusion and have expert consultants to help you improve your board and ultimately your whole organisation through a step-by-step programme.

## BOARD ADVISORY, CONSULTING & GOVERNANCE

With our team which includes board advisers for digital asset firms, we can provide discreet and strategic counsel on all board-related matters, elevating standards of governance which positively impact your brand, culture and enhance leadership effectiveness.



# HOW ARE WE DIFFERENT FROM OTHER HEADHUNTERS?

- We are currently the only executive search firm which also offers talent consultancy, focusing exclusively on the digital asset space at Board, C and leadership-level globally.
- We have a 100% success delivery record.
- If we are unsure whether we can deliver to your satisfaction, we will refuse to take on the assignment.
- We cover every aspect of hiring and developing senior talent; we have expert consultants in every area, from executive search to compensation consulting to Board advisory.
- As our business group and some of our consultants boast over 20 years of executive search and talent consulting across industries, we bring a wealth of outstanding expertise to the table.
- We inform you of even the slightest concerns we have about a candidate and will advise you to hire nobody rather than to hire somebody who is not a perfect fit.
- Our process is completely transparent, with weekly updates and complete candidate reports so that you can see what we are doing live.
- As we choose to operate with only a select few firms in the digital asset space and do not work within other sectors, including technology and financial services, we have virtually zero off-limits, meaning that we can headhunt from all of your direct and indirect competitors.
- We offer you a free of charge replacement guarantee if the candidate leaves within six months.

# WOMEN ON BOARDS

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At C-Enable, we are committed to addressing the under-representation of women on boards within the crypto and digital asset industry as well as other under-represented categories.

We believe that addressing diversity and inclusion provides an organisation with a strategic business advantage. Gender diversity has been proven to foster a variety of perspectives, leading to more sustainable decisions, enhanced client service, and ultimately, increased profitability.

By promoting improved diversity, we aim to elevate the industry's reputation and credibility, positioning it as a more respected force within the wider context of financial services as a whole.

To tackle this issue comprehensively, we approach it from two angles:

1) Supporting individual firms and the industry as a whole: we are embarking on the first-ever industry-wide survey to assess the current status of female representation at board level. Armed with this data and insights from successful diversity initiatives in other industries, we offer consulting services to digital asset firms. Our goal is to demonstrate how addressing gender inequality can enhance their resilience, sustainability, and profitability.

2) We also coach senior women to raise their profiles and increase their chances of being elected to board positions: we provide bespoke support to empower senior women to reach their full potential and become compelling candidates for board positions. Our qualified ACC coaches act as partners on their professional journeys, offering support in raising their profile, increasing confidence, expanding networks, setting strategic goals, and developing comprehensive career plans.



# MEET OUR TEAM



## Tim Connolly

Founder



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# MEET OUR TEAM



## Michał Maślakow

Associate



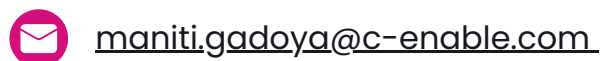
## Karolina Miller

Associate



## Maniti Gadoya

Client Engagement Manager



# MEET OUR TEAM



**Magdalena Górska**

Research and Data Assistant



**Martyna Korbel**

Research and Data Assistant



**Ruth Eastgate**

Senior Executive Assistant to the Founder







# TESTIMONIALS

*"We have retained C-Enable to search the market for a number of senior positions. We have found them to be consistent and rigorous. They have brought us some of our best talent. They have worked across both technical and non-technical roles, and we've been delighted with the results."*

Simon McLoughlin – CEO, Uphold

*"Congratulations to C-Enable for orchestrating the Women in Crypto event, highlighting an incredible talent pool of women eager to occupy board roles and sculpt the crypto landscape. This event underscores the critical need for diverse perspectives, particularly in enhancing female board representation within the tech sector. The timing couldn't be more apt. Eagerly anticipating the next gathering in London!"*

Hedwige Nuyens – Managing Director, International Banking Federation (IBFed); Member of the G7 Gender Equality Advisory Council (GEAC); Chair, European Women on Boards

*"I cannot recommend C-Enable highly enough... they showcased not only a deep understanding of the industry but also an exceptional professionalism that made the process smooth and efficient."*

Philip Glover – Director of Global Platform Sales

*"I can not speak highly enough of the service provided by Tim and Aleksandra ... I highly recommend C-Enable's services to anyone seeking top-notch executive search assistance. They are a true asset to candidates and employers alike."*

Victor Zhiltsov – VP, Platform Strategy



# CONTACT



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