



MASON
WILHELM

EXECUTIVE SEARCH & LEADERSHIP ADVISORY

Delivering
LEADERSHIP EXCELLENCE

PROSPECTUS · 2026

CONFIDENTIAL



WHO WE ARE

Global Pedigree. **Boutique Agility.**

Mason Wilhelm is an executive search and leadership advisory firm built for the modern business landscape. We bridge the gap between large global firms and the fragmented boutique market, combining tier-one rigour with the speed, transparency, and personal accountability of a specialist partnership.

PARTNER-LED EXECUTION

No delegation to juniors. A Partner executes every stage of the search, from briefing to negotiation, ensuring accountability at every step.

EVIDENCE-BASED ASSESSMENT

We move beyond "gut feel" to assess candidates against verifiable data, behavioural evidence, and contextual fit, reducing hiring risk.

AGILE & TRANSPARENT

We reject the "black box" model. Our clients have full visibility into our process, market feedback, and search progress in real-time.

Where we get the call

Four conversations that define our work and the engine that underpins it.

01

High-Stakes Appointments

When a single appointment shapes the next strategic chapter — and the Board needs to see the entire mapped market, not just the shortlisted names.

02

Market Intelligence

When the question is people-shaped — how does our ELT compare, where will the next CFO come from, who's vulnerable across the sector — and the answer has to be the whole leadership market, not anecdote.

03

Top-Team Succession

When the next CEO-1 conversation is 12–36 months out, not 0–6 — and the bench needs to be visible, benchmarked, and refreshable rather than improvised under pressure.

04

Dynamic Assessment

When an organisation needs a dynamic, data-driven assessment of a leadership team — more than just individual reports. It visualises culture, operating rhythm and how the team's shape aligns to its strategy.

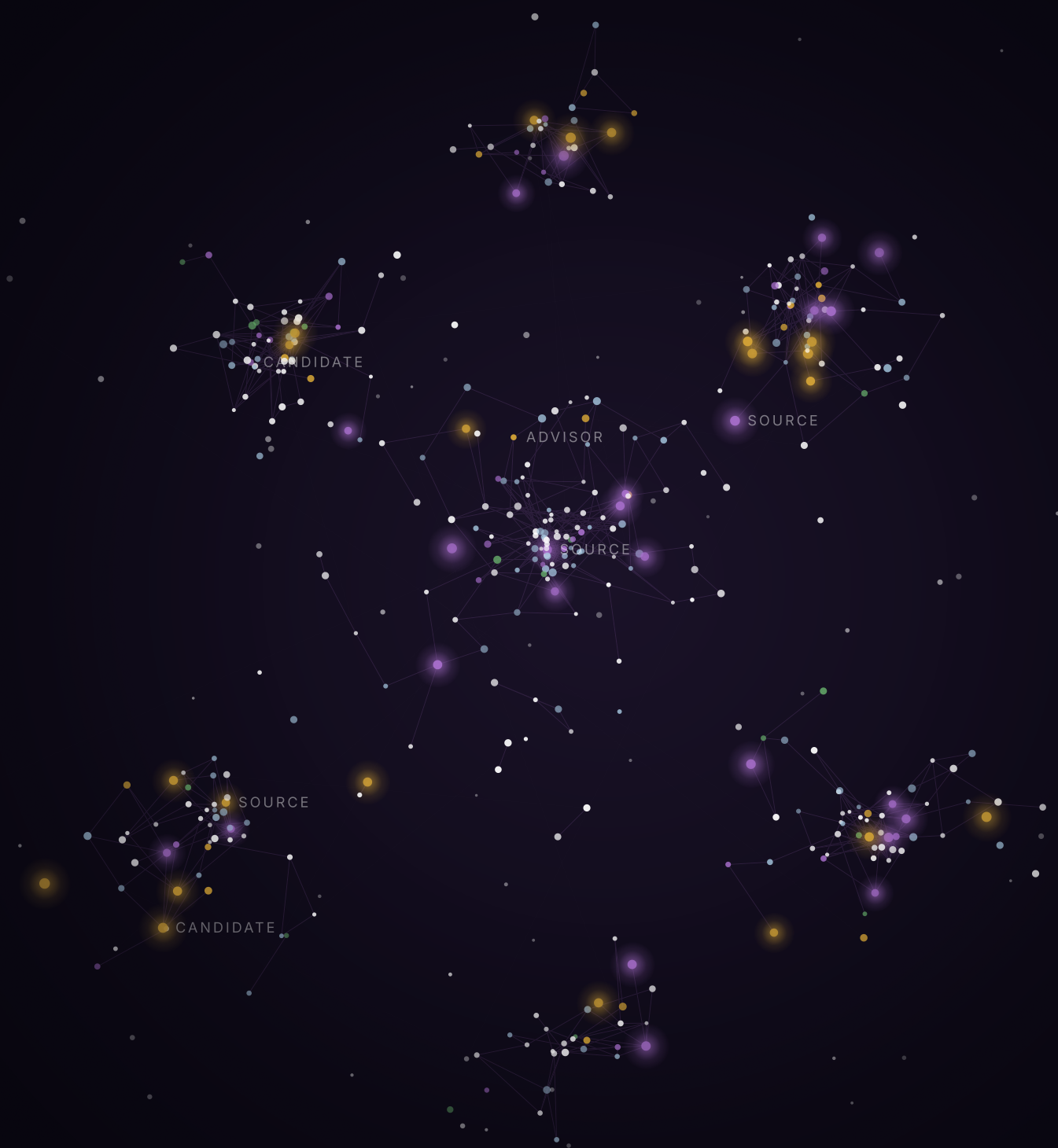
THE ENGINE

Driven by Saigan

One proprietary intelligence platform beneath all four. A single data lake, multi-agentic processing, microservice connectivity to global research — the synchronous interface between data and advisory.

HUMAN SYSTEM *Intelligence*

- We leverage extensive databases and data interrogation platforms to precisely map the relevant company landscape and pinpoint key leaders within it.
- This approach allows us to swiftly initiate in-depth conversations with strategic sources, quickly identifying standout candidates from the identified pool.
- The constellation illustrates how we visualise the market and interconnectedness of various stakeholders, be they candidates or market sources.



Our Methodology

When one appointment shapes the next strategic chapter — a defensible shortlist built on the entire mapped market, not the seven names you see at the end. AI underpins the research; partner judgement runs the conversation; the resulting advice is enriched by insight. The Board doesn't want to hear *'we know everyone in this space'* — it wants the evidence behind every name on the shortlist, and the names that didn't make it. From brief (function, sector, calibre, scale, cultural fit), through a mapped universe of direct peers, adjacencies and high-risk / high-reward candidates, narrowed to an evidence-backed shortlist. It gets the call for *strategy pivots and transformations, new geographies* without an incumbent network, *low-coverage sectors, capability-shift appointments* that mitigate pattern-matching, and *time-pressured executive hires* where months of research compress into weeks.

01

Start Broader

Global Data Aggregation: Leveraging next-gen tools to aggregate leading executive databases for complete, real-time datasets.

Partner-Led Sourcing: Deep sourcing executed directly by Partners to triangulate the best, pre-referenced talent.

02

Filter Harder

Bespoke Assessment: Experiential and competency scales designed specifically for each mandate.

Rigorous Calibration: 2-Partner interviews and Hogan personality testing for *every* candidate before client introduction.

03

Move Faster

Speed to Market: Technology-enabled fast start delivering a qualified long list within **15 days**.

Real-Time Alignment: Direct client access to our "working" via collaboration tools for immediate alignment.

Start Broader

MARKET INTELLIGENCE & SEARCH UNIVERSE DEFINITION

PROJECT_REF: MW-2025-GC
STATUS: **MAPPING_COMPLETE**

TOTAL POOL

303
CONFIRMED CANDIDATES

AVG TENURE

5.8^y
CURRENT ROLE

MARKET CAP

\$172^B
AGGREGATE

DIVERSITY

47%
FEMALE REPRESENTATION

LOCATIONS

5
METRO CENTRES

303 candidates mapped across 5 metropolitan centres, 47% female, with aggregate market cap of \$172B — indicative of a mature, well-distributed search universe.

TARGET UNIVERSE

Showing 13 of 303

LIVE FEED

COMPANY	NAME	TITLE
Siteminder	A. McKenzie	Gen Counsel
Qube Hld	A. Jacobs	Co Sec
Austal	A. Strang	Gen Counsel
OFX Group	A. Wong	CLO
Blackwall	A. Ryan	Head Legal
Vast Ren	A. Waugh	Gen Counsel
Brambles	A. Black	CLO
Aus Vintage	A. Morris	Gen Counsel
Omni Bridge	A. Morgan	Gen Counsel
Little Green	A. Warren	Co Sec
AUB Group	A. Lua	Grp Legal
MMG Ltd	A. Purdey	Dep GC
Hydrix	A. Tai	Co Sec

• Triangulated from 4 listed-data sources — names redacted to first initial for confidentiality.

GEOGRAPHY

5 metros

12%

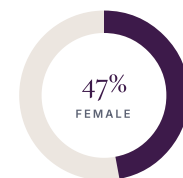


28%

• Eastern seaboard concentration with selective WA and Tasmanian reach.

GENDER DIVERSITY

n = 303

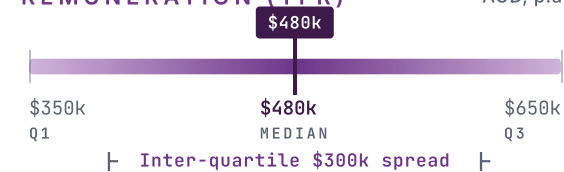


142
of 303 candidates female-identifying

• Female representation balanced across senior and mid tiers.

REMUNERATION (TFR)

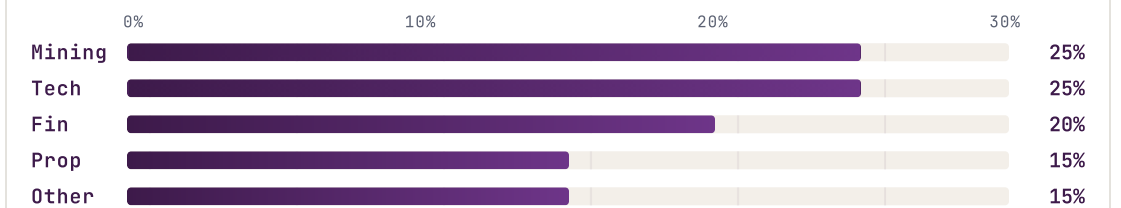
AUD, p.a.



• Median TFR \$480k indicative of ASX-200 General Counsel band.

SECTOR SPLIT

% of pool



• Balanced exposure across resources, technology and financial services.

QUALIFICATION MATRIX

By tier

	LLB	MBA	GAICD	LLM
SNR	High	Low	Med	Low
MID	High	Low	Med	Low
JNR	Med	Low	Low	Low

■ HIGH ■ MED ■ LOW

• LLB foundational across all tiers; GAICD prevalence rises into senior leadership.


Filter Harder — 2 Partner Calibration

“All sourcing and approach calls are done by the partners who took the brief from our client. This ensures the best opportunity to engage the strongest candidates.”

Prior to you meeting any candidates, they will have been interviewed by two partners working together and their calibration report will assess their experience and areas of competence against the search criteria.

In addition, they will as a rule have completed their psychometric testing.

This allows you to interview both against our assessment and the insights of the testing.

Candidate A	Candidate B	Candidate C	Candidate D	Candidate E		
 Company Technology General Counsel & Company Secretary Sydney, Australia		2 FIT		3 ATTRACTABILITY		EXPERIENCE 4/5 Legal Leadership / C-Suite Advisor / Listed Exp.
						COMPETENCE 4/5 Ops Focus / Team Lead / Influence
EMPLOYEES Yes	LEADERSHIP TEAM Yes	MARKET CAP \$79,245,322	REGION NSW	START DATE 19/08/2022	SECTOR Speciality	TENURE 3.60 Yrs
EXPERIENCE & EDUCATION <ul style="list-style-type: none"> - Company Technology / General Counsel & Co Sec 2021 - Present - Company Digital / Advisory Board Member 2022 - Company Chemical / General Counsel 2020 - 2021 - Company Chemical / Deputy General Counsel 2019 - 2020 - University of Sydney / LLM (2017) - AICD / Company Directors Course (2021) 			LEGAL FUNCTION LEADERSHIP <ul style="list-style-type: none"> - Built Company Technology's legal function from scratch. - Led a 22-member legal team at Company Chemical. - Includes People & Culture and Compliance functions. C-SUITE ADVISOR <ul style="list-style-type: none"> - Trusted advisor to Company Technology's small Exco. - Close advisory role to founders and Board. LISTED EXPERIENCE <ul style="list-style-type: none"> - Acting GC at Company Chemical. - Led ASX listing governance at Company Technology. 		OPERATIONAL FOCUS <ul style="list-style-type: none"> - Demonstrated ability to operate in a lean, fast-paced environment. - Hands-on approach to legal operations. TEAM LEADERSHIP <ul style="list-style-type: none"> - Strong track record of building and mentoring high-performing teams. - Focus on culture and development. INFLUENCE & STAKEHOLDER MGMT <ul style="list-style-type: none"> - Proven ability to influence at the Board level. - Strong relationship builder across the organization. 	

Timeline — Standard Search



Start of Search

- + MW gain **deep understanding** of the culture, strategy and challenges of the client and the role.
- + MW will work closely to further develop and refine **competency and experience requirements** and advise how to balance the inevitable **trade-offs**.

During Search

- + Close **partnering** and regular engagement throughout the process.
- + Early pull-up for a **Calibration Discussion** (a week into the process) to discuss a range of profiles (some will have their hand up, others will not).
- + Regular, punchy **updates** to discuss candidates to continually gauge reaction and gain feedback.
- + Strong focus on effective **sourcing** to deeply understand not just what individuals have achieved but how.
- + Strong focus in **assessment** on cultural and personality traits, including the use of testing, ahead of candidate interviews.

Candidate Onboarding

- + Ongoing **support** from MW to the successful candidate through the onboarding period (6 months) and beyond, guided by check-ins.

Success Factors

Commercial Terms

- Our preference is generally to operate on a **fixed fee basis**. This ensures all are aware of the terms upfront and there is no perception of bias towards more expensive candidates.
- As a rule, our standard Search Fee is **30% of the on-target cash compensation** for the successful candidate in their first year. This therefore encompasses base, super and the on-target short-term incentive.
- We view every engagement as an opportunity to build a long-term partnership. We welcome the opportunity to discuss **commercial structures** that align with the specific scope, complexity, and parameters of the mandate.
- Our fees are **all-inclusive**, with only GST and travel-related out-of-pocket expenses added. Accordingly, we do not charge any administration fees or the like, and the cost of any psychometric testing is absorbed by us.
- The Search Fee is payable in **three equal instalments**, invoiced on commencement, 30 and 60 days.

Our Team



Heidi Mason

PARTNER

- 15 years of Leadership Consulting Experience, complemented by 15 years in advisor and operating roles
- Experience complemented by time living and working in Australia and UK
- Rich consulting experience across all aspects of leadership
- Search expertise across financial services and finance leaders, including a decade in CFO roles

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heidi@masonwilhelm.com



Stuart Burns

PARTNER

- 10 years of Executive and Board Search experience
- A recognised advisor to Boards and CEOs, Stu's 30-year career includes strategy consulting at Bain & Company, founding a global sports apparel brand, and senior positions at Woolworths and Diageo
- His strategic approach is informed by deep industry experience combined with empathy and passion for client success
- Broad industry focus, with depth in Consumer and Retail, Defence, Aviation and PE Assets

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stuart@masonwilhelm.com



Anna McDonald

PARTNER

- 20+ years guiding boards, CEOs and investors through leadership transition and succession across C-suite appointments, executive assessment, leadership development and organisational performance
- Advises public, private and family-owned enterprises, supporting high-growth and transforming organisations through acquisitions, scale-up strategies and complex turnarounds
- Deep expertise in Consumer Markets, specialising in retail, consumer products and services, luxury, lifestyle, entertainment and retail property mandates
- Builds high-performing, cross-sector executive teams across human resources, digital, customer, marketing and corporate affairs functions

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anna@masonwilhelm.com

Our Team



James West

PARTNER

- 10 years in executive search, James has completed C-Suite assignments across Industrial, Healthcare and Consumer Markets
- Prior to moving to Australia, James spent four years as Managing Director of a logistics business and Founder of online learning business, hello tutor
- A data enthusiast, James unlocks insight on performance, fit and potential on search and leadership consulting assignments

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james@masonwilhelm.com



Simon Black

INTERNATIONAL PARTNER | LONDON

- 19 years of leadership consulting experience
- 10 years of leadership in the military including youngest commander of a ship
- Deep experience across financial services search, with a rich focus on working with technology enabled businesses often driven by private equity investment

+44 7803 010386

simon@masonwilhelm.com



Laure-Emmanuelle Leguy

ASSOCIATE PARTNER | RESEARCH

- Executive search experience from her tenure with one of the large global firms, supporting senior and C-Suite appointments across multiple sectors in Australia and internationally
- Broader career spanning health policy, system reform and research roles with the Victorian Department of Health, Safer Care Victoria and Australian Red Cross
- Holds a PhD from Warwick Business School, together with Masters-level qualifications in business administration, labour law and intellectual property law

laure@masonwilhelm.com



Ali McCourt

RESEARCH & PROJECT ASSOCIATE

- Project Coordinator at Mason Wilhelm, supporting Partners with diary management, documentation, logistics and end-to-end coordination of engagements
- Extensive experience in EA roles across professional services, property and advisory environments, including Lendlease, Mirvac, Cohen Handler and Derwent
- Recognised for organisational effectiveness, stakeholder management and administrative discipline

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MASON
WILHELM

DELIVERING LEADERSHIP EXCELLENCE

GET IN TOUCH

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