

## **Kempster Bowers and Co**

**Lisa Kempster:** I joined the recruitment industry in 2007 after what seemed like a lengthy career in retail, gaining my first years' experience within the commercial insurance division of Search Consultancy. Working across underwriting, broking and claims roles throughout Yorkshire & the North East I gained a sound understanding of commercial insurance and built relations with key industry contacts throughout the region.

After a successful first year with Search I was approached by Nixon Allen, a boutique specialist recruitment business. Joining Nixon Allen gave me the opportunity to focus on recruiting into the insurer market, developing a specialist knowledge across a broader geographical region. I gained invaluable exposure to how a small business operates along with the autonomy to manage my own candidate & client base.

After 5 years with Nixon Allen the time came to decide which direction my career should take next. Carolyn and I met up early 2013 and found we had reciprocal ethics and vision about the type of organisation we would like to work for. Without the existence of that business & culture in the Manchester market Kempster Bowers & Co was born.

Our proposition continues to be well received and business is going from strength to strength. Coming up for 8 years of trading now I still really enjoy my job, working within some really great people in great sector of industry.

**Carolyn Bowers:** I began my career in insurance recruitment in May 2006, working for Reed and specialising in personal lines. In 2008 I was approached by an ex colleague to run the commercial insurance desk at Hillman Saunders across the North West. I became well established in the region over the next five years, working with independents though to national brokers as well as both composite and specialist insurers.

Having competed with Lisa Kempster over the years I knew of her excellent reputation. After being tipped off by a mutual client that Lisa was considering a move and recently having decided to explore my own options, we met up in the first quarter of 2013.

We quickly realised we had something different to offer to the insurance recruitment industry. Specialising purely in general insurance we could also offer a collaborative approach to working on all of our assignments, sharing our expertise, contacts and crucially our ethics to provide a quality focused yet personal recruitment service.

Running my own business has presented all sorts of challenges but essentially it is the same job and as cheesy as it sounds, one that I genuinely love. Knowing that it is our own reputation out there and building our brand makes it even more enjoyable and rewarding.