

Co-Sec On Demand **Business Case**



beyondgovernance.com

How CoSec on Demand Outpaces Traditional Hiring Models –

A Governance Solution Designed for the Demands of Today's Boards

Today's governance leaders are being asked to do more with less — operating under tight capacity, increasing board scrutiny, and higher regulatory expectations. Strategic priorities like subsidiary governance, framework development, and board reporting often get sidelined in favour of day-to-day survival.

The Recruitment Trap

Traditional recruitment can take 3–6 months to secure the right candidate. Temporary hires are often underqualified, come with IR35 complications, and can't be trusted with boardroom-level delivery.

The Cost of Delay

- ❖ Board confidence erodes due to inconsistent delivery
- ❖ Critical projects stall as capacity is spread too thin
- ❖ Operational risk grows due to turnover and knowledge gaps
- ❖ Strategic progress is locked behind recruitment bottlenecks

CoSec on Demand — A Better Business Case

A Smarter Model for Governance Capacity

CoSec on Demand gives you immediate access to expert governance professionals, not generalist contractors.

Whether you need interim cover or project-specific support, we flex around your need.

	BG	Contract Hire	Permanent Hire	
Access to the BG Brain	✓	✗	✗	Can your new hire call on 250+ years of experience?
Outside of IR35	✗	✓	✓	No notice periods, no waiting around - immediate starts
Pension Contribution	✗	✓	✓	This varies - but on average is an extra 5% to your calculations
Employer National Insurance	✗	✓	✓	Are you adding on 15% National Insurance contribution to your calculations?
Recruitment Fees	✗	✓	✓	This can be anywhere up to 25% of the annual/contract value
Recruitment Risk	✗	✓	✓	What do you do if the person you have hired isn't the right person for the job?
Ramp Time	✗	✓	✓	How long would it take your hire to get up-to speed?
Scaleable	✓	✗	✗	Increase or decrease the size of your team as neccessary - flexible to your workload

When hiring isn't an option, but the board still expects results, how do governance teams get it done?

A smarter way to meet project demands without compromising delivery quality

Are You Asking Yourself These Questions?

1

What if your team could flex for project surges, without going through HR or procurement battles?

2

What if you could access governance experts who know your industry and regulatory context from day one?

3

What if you could deliver board-level projects with confidence, pace, and credibility, even when internal capacity is stretched?

We provide experienced governance professionals, individually or full project team to deliver your projects



We handle contracting and payroll. Our team reports to you, but you avoid the HR and headcount burden

We provide the right seniority for the job, whether you need a seasoned project lead or a full team to execute end-to-end

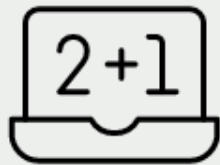
Engaged on a project basis. Scalable up or down, as and when you need it

We align to your goals, deliver at pace, and leave behind clarity, control, and confidence – not just documentation

Outcomes



Save £££ vs traditional consulting firms or Big 4



Sector experience including Financial Services, Insurance, Energy, Pharma, and beyond. Ready to work from day one.



Governance professionals, not auditors, accountants or strategy consultants

The Operational Strain Behind Governance Delivery

How under-resourcing, workflow pinch points, and mounting expectations challenge the day-to-day effectiveness of governance teams

Compounded fatigue and performance risk



When already lean governance teams are asked to stretch further, whether across subsidiaries, board cycles or emerging projects, the risk of oversight failure increases sharply. Fatigue leads to errors, missed deadlines, or diluted scrutiny

Reactive firefighting replaces proactive governance



Strategic initiatives like governance reviews, framework redesign, or board development are deprioritised. Teams spend their time chasing actions, logging minutes, and surviving the calendar, not adding strategic value

Loss of continuity and institutional knowledge



Staff turnover in under-resourced teams can be devastating. Governance continuity is lost, directors grow frustrated, and operational risk compounds with each departure

Hiring delays and headcount limitations



Recruiting into governance roles can take 3 – 6 months, especially at mid-to-senior levels. Where IR35 rules, budget constraints, or approval layers exist, getting help in the door fast is often impossible

Reputational risk with the board



Inconsistent delivery, poor quality papers, or delayed minutes erode the board’s confidence in the secretariat, often unfairly reflecting on the Group Company Secretary themselves

Reduced capacity to manage complex structures



The broader governance environment – subsidiary oversight, policy control, regulatory filings, begins to degrade when the core team is consumed by the basics

CoSec on Demand — A Better Business Case

Our governance professionals don't need training. They arrive with sector experience, boardroom credibility, and the ability to strengthen your governance maturity — not just maintain it.

Boards, GCs, and CoSecs trust us to deliver clarity, control and confidence when it's needed most.

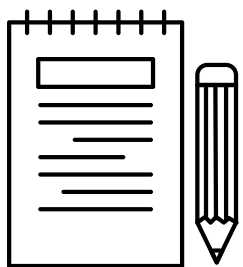
All Outside of IR35 — our headcount, our payroll.

Governance Professionals trust us to deliver...

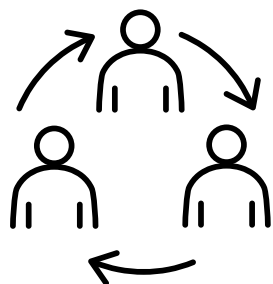
Governance Frameworks



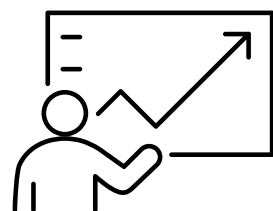
Subsidiary / Entity Rationalisation



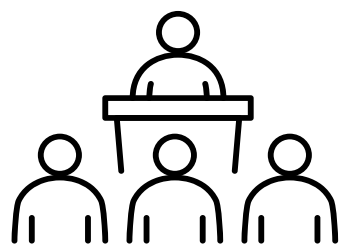
Subsidiary Governance



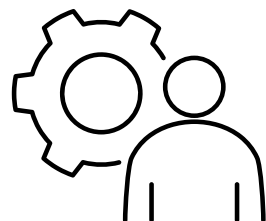
Corporate Reporting & AGM



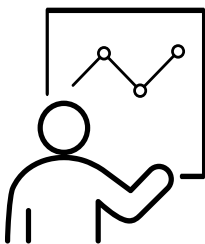
Business Continuity Planning



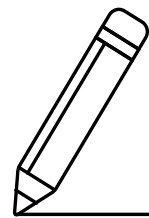
Overflow Project Support



Interim Cover



Minute Management



Transactions – Listings, M&A



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UK Government