

# 2023

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Hunt Scanlon Media has been defining and informing the senior talent management sector for over 30 years. Our global staffing intelligence data comes in many forms: daily newswires, annual leadership and state of the industry reports, market intelligence sector briefings, industry rankings and our flagship newsletter Executive Search Review. Our exclusive news briefings, interviews, industry trends reports and rankings, forecasts and expert commentary offer unique insight and market intelligence as we track global talent management developments. Since our inception, talent management professionals worldwide have turned to Hunt Scanlon Media.

Hunt Scanlon Media’s global news network is the most comprehensive in the talent management field, and all of our lead stories, rankings tables, news alerts, and thought leadership articles provide the latest thinking in a sector that is highly evolving and in transition. Our editorial team covers news nationally and globally, originating exclusive news briefings each day that provide up-to-the-minute coverage of the entire talent management and leadership solutions sector. Today, Hunt Scanlon Media interfaces annually with more than 20 million human capital professionals in over 191 countries — from CHROs, chief talent officers, talent acquisition specialists, company directors, and top decision-makers in finance, IT, sales, private equity, and marketing, to the global

leadership and talent solutions consultants who service them.

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# FOREWORD



## FOREWORD

Demand for senior-level talent has strengthened significantly over the last six months, according to the latest Business Barometer Survey from **NPAworldwide**, the global recruitment network. Sixty percent of respondents reported results that were better by at least five percent over the prior 180-day period. This positive growth is expected to continue in the near future. Thanks to this healthy business environment, independent recruitment firms are seeing significant increases in revenue and profitability.

“While the last half of 2021 was quite positive, and up from prior year results, the continued growth has been impressive in 2022,” says Dave Nerz, president of NPAworldwide. “More than 40 percent of reporting recruitment businesses indicated growth of 15 percent or more over a strong close in 2021. Responses, which arrived in line with talks of global recession and continued market volatility, also show an optimistic view for the next six month period. Businesses are still searching for talent.”

Other results of the Business Barometer Survey of the 550-plus independent members of NPAworldwide indicated:

“The strongest sectors continue to be technology, manufacturing/supply chain, and accounting/finance,” says Mr. Nerz. “Our independent member firms working these sectors are experiencing strong demand for talent. Signals from the economy and from markets are not as positive as the results being experienced by our member firms.”

“While the complexity of hiring is smoothing post-lockdowns and limits driven by the impact of the pandemic, there is still much to learn about hiring and retaining in today’s employment market,” says Mr. Nerz. “Candidates continue to receive multiple offers and counter offers from existing employers. Speed and aggressive compensation planning are required to attract and retain top talent.”

While there were more jobs to be filled than time to find candidates, Mr. Nerz notes that the activity was more robust than it has been in any year including the run up to the pandemic. It continues to be extremely difficult to find talent. Those found and making the move to a new employer typically increased their wages considerably and some even came with signing bonuses. Already, the fear of inflation and the potential for a recession has reduced the number of jobs slightly. Companies that were not serious about finding new talent have put their efforts on hold. “This is a good thing as only the serious, growth-focused companies with a desire to hire talent remain highly active,” he said. “This will reduce demand from those crowding the marketplace in early 2022.”

### Looking to 2023

2023 will be a strong year for those working with employers committed to growth and improved talent for their companies, according to Mr. Nerz. Some segments will cool more than others but sales and marketing, accounting, finance, and certain IT/developer categories will remain quite hot. Employers will have perhaps even less choice, as many candidates looking for greener pastures have already made the move. Others will stay in place as they see what the inflationary and potentially recessionary economy brings our way.

“Employers have been demanding talent in record numbers,” said Mr. Nerz. “It appears that traditional methods such as job boards have proven less effective for employers, so they have called on the professional recruitment industry to find the candidates they require. The turnover due to retirements, loss of workers not returning after the pandemic, and the strong growth flowing out of the recovery have employers with more job openings than typical.”

## **Evolving Search Process**

Mr. Nerz also notes that the search process has changed over the past two years. “Face-to-face interviewing is dramatically reduced,” he says. “Sometimes face-to-face interviews don’t happen at all or, in other cases, only for the final interview. Time to consider options and candidate pros and cons are gone. Speed is king and employers that ponder choices too long will lose to those able to move and be decisive. More often than ever before, a rough working resume is acceptable to recruiters with limited candidate pools. Employers have reduced some educational requirements as well as skills laundry lists that used to be the norm.”

Employers want proof of capability based on the job currently or recently held rather than a picture painted by a perfect resume, according to Mr. Nerz. “The size of the candidate list is greatly reduced,” he said. “It was typical to provide three candidates from a pool of 10 or more available to the recruiter. Sometimes that

list of candidates is now just one or two. Time from interview to offer is now sometimes less than a day. That window at one time was weeks.”

Mr. Nerz also explains that recruiters have had to make adjustments.

Better research and sourcing skills are imperative. “There is little time to wait on quality candidates,” he said. “If found, they must get presented to employers quickly. Speed and the competitive nature of the market have shifted so dramatically it is hard to impress on a client audience their need for speed. For many recruiters, they have had to shift their measures of success. What used to be 25 calls to potential candidates to net two or three “presentable” candidates has now shifted to 100 to 125 calls to net the same two or three candidates. So recruiters spend more time and effort to gain a similar result. It means time and the use of time has to be closely monitored. A non-responsive or slow candidate or employer needs to be moved on from as they will cost recruiter results.”

# **EXECUTIVE SUMMARY**

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## EXECUTIVE SUMMARY

# The Value of an Executive Search Partner

The 2023 **Hunt Scanlon Media** “*Select Guide to America’s Leading Executive Recruiters*” is full of insider tips and industry trends and identifies exactly which firm you should partner with for optimal success in your functional or industry area of expertise.

In this second annual report, we provide you with the information you need to kick off your next search with insights directly from industry experts on what you should keep in mind in the coming year.

When considering engaging a search firm in the talent acquisition process, it is common for a company to look to complete the search in-house — but the value of an executive search partner cannot be overstated. Ruben Moreno, a founding member of **Blue Rock Search**, says that, first, it's critical to be able to distinguish what can and cannot be handled in-house.

"In any field of business, it's important to understand the differences between when something can be handled in-house and when it's best to call in the experts," Mr. Moreno says. "That's the function that executive search firms serve in the HR and recruiting world. The companies we partner with are experts in their fields, industry leaders, and often incredible changemakers."

"But their specific area of expertise is not recruitment," Mr. Moreno says. "Ours is – and that means that we have access to resources, experience, and knowledge that our clients don't, just as they have knowledge in their niches that we might not. When organizations need to fill a critical role, especially in a leadership position, partnering with an executive search firm means getting access to the kind of expertise and resources that can make the difference between finding a 'fine' candidate and finding a transformative leader."

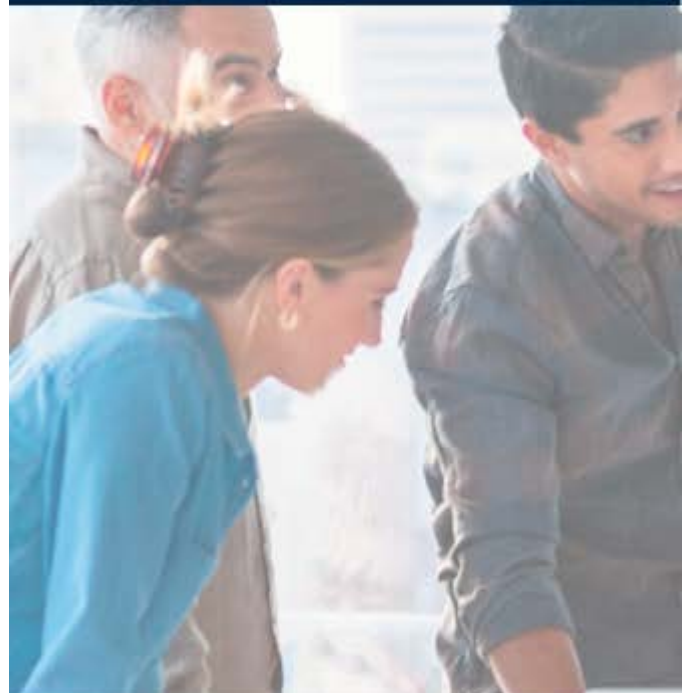
Mr. Moreno says that working with a search partner brings many of the same benefits as working with any other outside experts, adding that a search firm is an organization specifically dedicated to HR and recruiting, not one that has HR and recruiting simply as one function.

"Partnering with an executive search firm means getting access to their years of experience and expertise, which covers a number of critical elements to the search process, Mr. Moreno says. "Search firms typically have a large pool of talent



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## SPOTLIGHT

### Choosing the Best Search Partner



*Julian Bell, head of Americas, at Sheffield Haworth specializes in roles in corporate banking, investment banking, M&A, equity and debt capital markets, private equity and infrastructure in North America and Latin America. In the following interview, Mr. Bell discusses why it is so important to work with a search partner and what he would look for when selecting a partner.*

#### **Discuss the importance of working with an executive search partner. What would you look for in a search partner if you were a client?**

Executive Search is a critical component in today's volatile and global talent landscape. The probability of successfully recruiting top talent first requires precise planning, timing, competitor intelligence, willingness to allocate appropriate capital, risk management, and significant due diligence. Set against a competitive landscape and rapidly changing markets, identifying, targeting, recruiting and retaining the right individuals has become the single most actionable talent goal for CEOs today. There is a strong correlation between market share, revenue growth and innovation and those top performing companies that leverage talent acquisition, partner with firms like Sheffield Haworth.

The benefits of leveraging an executive search partner focus primarily on several key factors:

*Speed to Hire* – This is a critical metric in onboarding new talent into any leadership team.

*ROI* – The more time invested upfront to clearly identify the critical requirements and the expected outcomes the more likely to yield a positive outcome.

*Market Color and Market Intelligence* – Executive search partners can act as incredible sources for market insights and innovation. During a search, we gather, analyze, and triage a large amount of proprietary and non-proprietary information regarding market trends, compensation, and organizational structures and reporting lines.

*We Act as your Brand Ambassadors* – We craft the right message to a highly targeted demographic audience. Getting the attention of thought leaders, trailblazers and top talent requires credibility and market access.

*Assessment* – At Sheffield Haworth, we deliver unmatched results using the latest market-leading assessment solutions. We help our clients determine which candidates have the ideal skill set and mindset for their company's unique cultural DNA.

*Compensation Metrics* – We help build the correct frameworks for compensation and retention that attracts the right talent. Candidates hired using our assessments are more likely to be promoted than those that do not.

*Strategic Thought Partnership* – Exchanging the latest in best-in-class methodologies, processes and protocols allows us to truly partner with clients to understand their strategic priorities and to help them achieve their goals quicker.

#### **What are the differences between the U.S. and European search markets? What are key differences in the offerings being provided to each market?**

Though recruiting and hiring are similar in these markets, it is important to remember that processes, practices, language, culture, labor laws, and candidate expectations are often entirely different between the U.S. and Europe.

*1. Labor laws are different.* In the U.S., most employment is on an at-will basis. This means that the employer or the employee can terminate their mutual relationship at any time. An employer can fire an employee for any reason if the reason is not illegal. Likewise, an employee can resign whenever he or she pleases, without any legally required notice period. Across Europe, at-will employment does not exist, so employees have much greater protections than in the U.S. If an employer wants to terminate an employee, then it must do so for well-documented, established reasons. In addition, the process of dismissing an employee is usually a lengthy one with many required warnings and consultations.

*2. Hiring timelines are often much longer in EMEA.* This is due, in large part, to the onerous labor laws in Europe and to the market dynamics they create. It is not unusual for it to take three, six, 12 months or even longer to get a new hire on board for senior positions.

*3. Vacation expectations are higher in EMEA.* In the U.S., employees are given 10 and 15 days paid holidays a year on average, but there is no statutory requirement for additional annual leave time.

*4. Benefits are greater in Europe* as the protocols and expectations for paid leave and structured benefits packages are significantly greater than in the U.S.

The U.S. market and European markets have slightly different offerings with regards to their assessment tools. Both have a range of leadership and management assessment tools, but the focus varies between country and company on the use and outcomes required. Some are more focused on cultural assessment, while others are focused on derailers. There are also some providers that are focused more on onboarding and KPIs during the candidate's first 100 days, whilst others are focused on coaching and leadership development tools.

#### **What are you expecting for the future of executive search? How will it continue to evolve?**

The future of the executive search industry lies in our ability to innovate, primarily through technology. We are laser-focused on digital transformation and disruption. Automation, advanced data capture and analytics, and machine learning present both threats and opportunities. Sheffield Haworth has always been ahead of the curve both in search but also in our leadership consulting arms. We ultimately view technology as an enabler to client experience and process. It allows us to do what we do faster, better, and more insightfully for our clients. We still think the human element is going to be the most important factor, but technology will have an ever-increasing impact. At Sheffield Haworth, we want to innovate and offer our clients insights with our tools and our platforms, so that we can help be their best brand ambassadors. We want to help them attract, retain, and develop the best talent, and ensure the talent they hire is assessed in the most scientific way.

already cultivated, as well as a robust network and highly effective technology solutions that can help locate excellent candidates for any role. It also helps take some of the pressure off the internal team; they can be partners in the process without having the full weight of every little detail resting on their shoulders.”

Mitchell Herman, a partner at **Digital Health**, says that the strength of an executive search firm can lie in specialization and knowledge of an industry.

“It is important to work with an executive search firm due to their specified niche within your industry or function,” Mr. Herman says. “The time-to-fill will be lower and the number of qualified candidates who are spot on for what your team is looking for will have a much higher hit rate, as an executive search firm invests in the niches they are in, as opposed to being broad. They not only provide you with pre-vetted qualified candidates, but truly serve as a partner from the beginning of the process to the end, and help you close the candidate. Executive search firms provide a level of being a true consultant and partner that goes beyond just finding candidates. It is not going to be the cheapest option, but long term it will be the best investment.”

For Andy Miller, the CEO of **BrainWorks**, the value of an executive search partner comes down to the competitive knowledge they bring to the table.

“Because most search firms are specialists, they can bring best practice ideas and resources to help organizations define what they are looking for and then land superior talent to impact the business,” Mr. Miller says. “The value search firms bring is that they have industry or functional expertise, know the marketplace and can work consultatively with clients to help position them to win the competitive war for talent.”



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Mr. Miller says that corporate talent teams often feel in competition with search firms but if the relationship is set up properly, it can be win-win for both sides.

“Internal talent teams are measured on success hires that impact the business and by partnering with a specialist firm, the likelihood of success is greater,” Mr. Miller says. “In evaluating firms, criteria that organizations should use is previous track record in filling those roles and ideally seeing the result of the candidate’s impact 12 or 24 months out.”

When selecting which executive search partner to work with, it is critical to find one that understands your company’s culture, says Jim Lyons, president of **LHI Executive Search** and chair of **NPAworldwide**.

“The concept of hiring like-minded candidates seems sensible, but may be counterproductive to achieving the vision desired by the company, division, or work group. Assessing culture’s impact requires a significantly deeper thought process than just finding a candidate with what appears to be a similar background and style. Some critical considerations revolve around highly structured work environments when contrasted with more flexible and even entrepreneurial settings. Are candidates required to work as part of an engaged team or does the team expect highly individualistic results to contribute to team output?”

“Candidates that do not fit the culture will slow the company’s progress while frustrating the candidate and ultimately causing turnover,” Mr. Lyons says. “Every lost employee sets the organization back three to six months even in the best case with a speedy replacement. Not to mention the cost of turnover. So fitting within the employer’s culture is a primary driver of a recruiter’s successful outcome. Alignment speeds onboarding, facilitates engagement, and provides for lasting work relationships. Quality recruiters deliver on these expectations.”

## SPOTLIGHT

### Recruiting Leaders from a Global Perspective



Raffaele Jacovelli, managing partner, joined **Hightech Partners**, and has since facilitated hundreds of top-level international recruitments, enabling clients to achieve their business targets, while allowing recruits to express their talents in the proper environment and change their lives for the better. In the following Q&A, Mr. Jacovelli shares his views on the global executive search industry.

#### Describe the impact that an executive search firm can have on its client organizations.

Some executives do not cheer our industry, but those do not consider that we play a major role in filling key gaps within organizations, enabling the achievement of crucial business objectives. This year the turnover generated by the executive search industry will peak at \$20B, meaning that our industry has placed executives with cumulated OTE not far from \$60B on an annual basis, versus global wages of approximately 4.6 trillion related to an overall workforce of about 3.3 billion employees. And if we look at individual companies, some of those do not have the right systems, tools or even the labor market understanding in place to breed their future leaders. For those, working with executive search firms is the only solution to understand the future skills needs and to attract their executives for the long term. Finally, as business life is changing so fast, even companies that have potential future leaders in house might miss new emerging leadership skills that executive search companies may find for them.

#### How has artificial intelligence and technological advancement impacted your ability to conduct searches?

The executive search industry as such is relatively young – 60 years. In the past 2 decades we have been facing a major shift in the market with the advent of LinkedIn, that has changed the way the sourcing teams work, not only for executive search firms, but it has actually fuelled the explosion of in-house recruiting.

As opposed to what could have been expected, or even feared, our industry has continued to flourish and grow, thanks to various factors:

- Continuous global expansion which expanded recruiting demand
- Even if many of these – led by software vendors – have established their in-house recruiting
- The shortage of talents in many sectors makes attracting candidates fierce
- While in-house recruiting has proven effective in recruiting junior employees, when it comes to more experienced and senior profiles it has been more difficult, for a number of reasons
- Workforce realised that they could take control of their destiny

#### Discuss the future of executive search and the “Human Touch” element.

Such a scenario – i.e. the broad adoption of AI in executive search – might sound scary, raising concerns about the future of the industry. As a matter of fact our vision is that technology – if properly used – always extends or amplifies human abilities, that’s why the availability of those new tools and systems will enhance our ability to execute. The ability to understand – and often to help to define – the role, the skills in approaching and finding the right motivation to attract a candidate and coaching their career development choices are key. The negotiation of the package, handling demand and offer, require a special touch. These soft skills are essential for a successful placement and are part of the

“Human Touch” that our profession requires. There won’t be ever any system able to replace such a role.

#### What is the global role of executive search firms? How do your recruiting offerings in Europe differ from those around the world?

Recruiting people that can drive sustainable growth, creating wealth for investors and employees of their companies, while providing the market with products and services that may have a dramatic impact on the way everybody lives, is one of the most important mandates that any consultant can think of in his professional life.

Obviously, in addition to that, there are certainly nuances about the way we operate on the two sides of the ocean, but there are as well many commonalities:

- As member of the European Council of AESC I can witness that both in U.S. and in Europe many firms adhere to the ethics and best professional practices that are designed to protect both the clients and the candidates.
- The investment in creating certification courses, such as the one developed with Cornell University, is meant to create the conditions to ensure that the clients could rely on an adequate level of professionalism and methodology offered by the consultants, while a similar program has been designed for the members of the sourcing teams.
- Adherence to standards and best practices is essential in guaranteeing that once a company decides to engage an executive search firm and pays a retainer, it should have a predictable outcome in terms of quality of the candidates and duration of the mission.
- The use of professional tools – as opposed to LinkedIn recruiter only – is another element that can make the difference in ensuring such predictability, enforcing the adoption of the methodology.

#### What makes it different for European firms?

- The size of the market is limited often because of the geographical location of the potential candidates as well as the languages; while in the U.S. the common language makes the market much broader and accessible, in Europe this is not the case, also because beside the language, the culture might create a barrier to international recruitment or relocation across countries.
- Despite all the efforts by the EU institutions to create a European Labour market only a limited percentage of the European working population is keen to expatriate for the above reasons. Who instead are leveraging such opportunity are those educated in top universities in India: often in certain domains and for Europe-wide roles it is more likely to be able to fill it with Indian candidates that have moved to Europe and U.S. rather than local ones.
- The advent of GDPR in Europe has not made life simpler for recruiters, as it is not trivial to fulfil all the obligations required by the law, and as it requires the use of systems developed to allow the application of GDPR by design.

### Search Firms that Specialize

Gary Erickson, the managing partner of **Executive Search Partners**, says that executive search firms provide value to their clients because they are experts in finding, recruiting, and screening senior level candidates, adding that some firms, including Executive Search Partners, bring additional value because they specialize in one discipline. For his firm, this specialization is senior level information technology positions.

“As former CIOs we know what it takes to be successful in IT — both operationally and strategically,” Mr. Erickson says. “Additionally we have been doing senior-level IT searches for 18 years. This level of experience and knowledge is unprecedented in the industry and impossible for any company to replicate.”

Nicholas Barton, founder and CEO of **Barton Partnership**, says that his firm also prioritizes specialization, operating across strategy and M&A, digital, data and analytics, ESG and sustainability, and transformation and change.

“Our cultivated candidate networks reflect this niche specialism, enabling us to outperform generalist firms within our target markets,” Mr. Barton says. “More than half of our candidates are alumni of tier 1 and 2 consulting firms and bulge bracket investment banks; 60 percent have additional experience in industry. By tracking the careers of all current and former consultants across the strategy consulting spectrum, we are able to offer clients the balance of commercial and consulting experience. Our own internal teams comprise former tier 1 strategy consultants from Bain and BCG, transformation practitioners, and sector-specialist recruiters.”

Mr. Barton says that having an extensive yet cultivated network of executive-level candidates within a

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## SPOTLIGHT

### Sharing a Unique Executive Search Model



*Julian Rives, director of marketing and business development at **Chapel Hill Solutions**, is an entrepreneurial marketing manager with an MBA and over 10 years of experience propelling year-over-year profitability increases by leading global teams in business development and marketing campaigns. In the following interview, Mr. Rives shares his perspective on what makes Chapel Hill Solutions different and takes a deep dive into their specific model to recruiting.*

**Discuss your offerings to your clients ranging from pure executive search to RPO to Talent Mapping/Pipelining.**

At Chapel Hill Solutions, we offer a wide range of talent acquisition solutions to satisfy the specific needs of any client. Chapel Hill Solutions' retained search solution is designed for companies seeking to find, build, or expand their team at the leadership level and for niche or hard-to-find skillset positions. We work closely with clients across many industries to carefully understand their organizational and cultural requirements, build a bespoke strategy and find qualified, interested, and assessed candidates for strategic hires.

Recruitment Process Outsourcing (RPO) helps companies outsource, scale, and streamline their internal recruitment process. RPO is used for multiple needs and creates an on-demand talent acquisition model and strategy within your organization. At Chapel Hill Solutions, we work closely with the HR and Business Heads to forecast and understand talent demand, growth, and more. We can closely articulate and align the entire recruitment process with the company values, mission, and culture.

Talent Mapping evaluates and tracks active and passive talent in candidate markets and helps organizations strengthen their talent acquisition, recruitment, development, and succession planning capabilities to become business-ready. Our talent mapping service decreases the length of the hiring cycle when a talent need arises and makes the process more efficient and streamlined with a thoroughly researched and vetted talent pool.

**How have these offerings grown your business and why did you choose to expand out of pure executive search?**

On top of our retained search, we also offer our clients the options of Recruitment Process Outsourcing and Talent Mapping, which has helped grow Chapel Hill Solutions substantially. Clients utilize our RPO service to transfer the recruitment function to a trusted external partner with the capacity and resources to expand and scale your talent needs and demands as they grow and contract. Thus, allowing more time for our clients to focus on their services instead of talent acquisition. Additionally, the Talent Mapping process has hugely benefited our clients to be proactive in their talent strategy. Our clients utilize the Talent Mapping process to decrease the length of the hiring cycle. Talent mapping is a continuous sourcing and data mining exercise, so when it comes time to hire, our client already has a thoroughly researched and vetted talent pool.

**How does your "owner's perspective" help to provide best-in-class services to your clients?**

Having started and run several multimillion-dollar companies with one being Ruff Hewn a \$100mm apparel sportswear firm, our CEO, Jeff Rives, brings an "owner's perspective" to relate to and fully understand

our client's challenges to provide them with our best-in-class services. The experience of running and managing these companies taught us just how vital extraordinary talent is to the success and growth of a company. Without the right team, a company can not reach its full potential. He was fortunate to find people that were smarter and better suited to their roles than he was to help his companies be successful. That is what eventually brought him to the Talent Acquisition business. He thought his experience in building and growing companies could be transferred to assist other companies to build their teams and grow. We have proven this model effectively with our team's robust skillsets.

**Explain your customized recruiting approach and how you have involved technology in the process.**

We view every search assignment as unique. Chapel Hill Solutions forms a customized solution for each of our clients. We implement an integrated marketing and recruitment campaign for every search we approach. We believe in transparency. Secondly, we provide a high-touch and coach-oriented approach to candidates by advocating for their career goals and helping them find the best opportunities in the marketplace. To maximize the customer experience for our clients, we created a customized internet client portal that tracks our search progress in real-time.

Within the custom-made portal, all our clients receive access to a customized and unique dashboard displaying their current talent search. The dashboard is customized to our client's needs to track statistics vital to them. They are also able to view updates to them in real time. Typically, we track salary data, competency ratings, and critical data points our clients would like to follow.

**Explain your pricing model and how this differentiates your firm from other search firms.**

Our Results Based Pricing model is an exclusive and performance-based fee model where we handle everything from start to finish for a particular search. To manage this process, we request an administrative fee at the beginning of a search to cover the immense amount of work we use towards advertising, vetting, assessing, scheduling interviews, negotiating offers, and onboarding. Since cash flow is significant to our clients, we split our total fee into 4 installments based on the most critical milestones in the recruitment and hiring process. Not only do we break out our cost, but we also make those payments dependent upon reaching the agreed upon definition of each milestone. Therefore, the model incentivizes all stakeholders towards meeting high-priority goals throughout the hiring process. The benefits are immense for our clients because we help save the company valuable cash flow over a more extended period and reduce the typical time required in the hiring process. Plus, the Results Based Pricing model allows for greater collaboration and cooperation between all stakeholders and efficiently uses everyone's time to find the right individual.



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combined function and sector focus helps to set Barton Partnership apart. “Engagement is maintained through constant contact to establish evolving career expectations and supported by regular candidate-targeted insights and an extensive program of events, both in-person and online. Additional channels include research-based headhunting, referrals, and recommendations within the wider industry.”

### COVID-Inspired Change

The pandemic forced many executive search firms to adapt, but since the crisis has dissipated, many of those changes have stayed in place. Bernard Layton, managing director of **Comhar Partners**, says that the pandemic has made his firm more dynamic.

“We are more open in terms of the work that we take. Marketing is different now and building relationships is harder because we are not face to face as much and cultivating those distinctive relationships with one-on-one, face-to-face dialogue,” Mr. Layton says. “As a result, we are looking at the market through hardcore marketing efforts and sometimes that yields requests and inquiries around roles that we wouldn’t have traditionally taken. That doesn’t mean smaller fees or different terms, it just means stuff that rolls in and is a little different than what it would have been traditionally thought of or considered. As a result, we are finding that we have to be a little more agile and nimble in terms of responding to companies, showing and demonstrating our capabilities to handle a broader array of assignments.”

William J. McCormick, founder of **The McCormick Group**, says that his firm not only shifted in the ways it worked, but also in the physical office space.

“TMG relocated its office space in late 2020 and took on less physical space as a result of the pandemic,” Mr. McCormick says. “About 75 percent of our employees now work primarily from home, but all

## SPOTLIGHT

### The Impact of Technology on Executive Search & Talent



*Umesh Ramakrishnan is chief executive officer at Kingsley Gate Partners. He is responsible for executing Kingsley Gate Partners' ambitious global expansion plan. Using both his operating experience and his search experience, Umesh is uniquely qualified to lead this firm into the future. In the following spotlight, Mr. Ramakrishnan shares how digital technology has impacted the executive search process and how it has opened up larger talent pools.*

#### How has digital technology helped make the executive search process more efficient and effective?

Early technology improvements within executive search were purely in the database development arena. It moved from a database to much more of a CRM, and then it moved to more intelligent search. Most of the development related to intelligent search has focused on the early part of the process, which is sourcing.

What has not yet happened – but will happen – is that technology will be included in the other parts of the search process: in the recruiting, in the interviewing, in the assessment, in the referencing, in the background checks and even in onboarding. When all those processes have been enabled by technology, search is going to have a dramatic change.

#### Has technology opened up larger candidate pools and how?

It certainly has. There have been numerous databases that have come alive over the past half a dozen years, with millions of candidates. The largest of which is obviously LinkedIn. In most of the western world, it is hard to imagine any candidate in the executive search field of view that is not present on LinkedIn.

In certain other markets, there have been domestic, very focused databases that serve either that geographical or functional marketplace. Having access to that many executives has opened up paths to them as candidates. The flip side of that is how do you compare candidates from different databases on a standard basis using automation and machine learning? How do you make that into an apples-to-apples comparison? That is something that is being worked on by a few search firms, and the results are yet to be seen.

#### How has remote working and the COVID-19 pandemic impacted the use of executive search? How has it impacted your clients' organization?

The very obvious impact of the pandemic is the inability to meet in person, and we have now moved from being unable to meet in person to being unwilling to meet in person. In other words, should somebody get on a plane and travel 12 hours just to meet one individual? That

scenario, though it sounds so farfetched and expensive, was par for the course not that long ago. Companies both on the hiring side and in the executive search industry have had to make major adjustments in how they meet – both for administrative purposes and for assessment purposes. Companies that have technologies that help them (and I'm not referring to the standard video conferencing technologies like Teams and Zoom) will win that battle.

#### Discuss your expectations for the future of executive search. How will technological advances continue to impact the industry?

The biggest irony of executive search is that this is an industry that has been helping other industries around the world make the technology transformation journey. We've been placing executives that have disintermediated countless industries, and, for some strange reason, that same lesson that we teach everybody else has not been learned by us. The executive search industry has not taken either the time or made an effort to have dramatic changes to technology advancements. They have been all incremental and not exponential. Very little work has been done in true artificial intelligence, machine learning, blockchain and video technologies. That is coming and coming soon. Those that are on the winning side of that will stay, and I'm afraid for those that aren't, their days are numbered.

#### Do you see technology as a threat to the search industry? And will it eventually allow less search consultants for the same amount of work based on efficiency?

I do not see technology as a threat to the search industry. I actually see it as an asset. Of course, it will be a threat to those of us that do not evolve. There isn't an industry on the planet where when clients get a choice and the convenience to do things better, they don't feel like they have a better deal. If the search industry innovates and can provide much higher productivity than is currently available, those search firms that can do better work faster for less will win.

Those that stay the same are not actually staying the same. They are regressing. "Faster, better, cheaper" always wins.

new account executives are expected to spend much of their time in the office during the early part of their tenure. That change has put a premium on technology tools, and all employees have up-to-date hardware and software at their disposal."

Many recruiters have reported that they are more efficient working from home, as they are avoiding significant commute times and are taking advantage

of the necessary upgrades in TMG's technology platform, Mr. McCormick says. He also says that the firm has held a blend of online and in-person training, celebrations, and large collaborative meetings, which it plans to continue given the firm's success.

For some firms, including **Kingsley Gate Partners**, the pandemic did not impact workflow, as the company has always worked completely remotely,

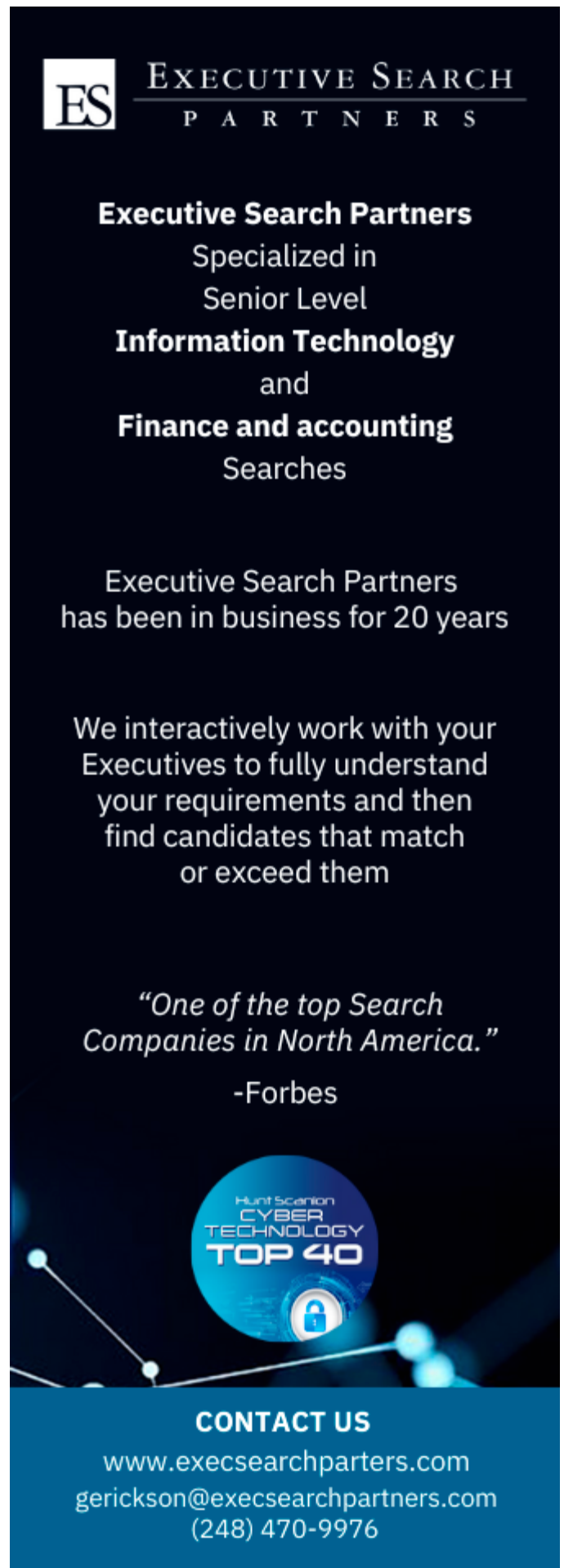
says Umesh Ramakrishnan, CEO of Kingsley Gate Partners. When it comes to clients, there is a true mix of in-person, hybrid, and remote work.

“As far as our client companies are concerned, we are seeing that people are giving up on the hybrid model and going either to a full in-the-office model or that the ‘hybrid’ definition has been moving to mean some people being in the office all the time and some people not being in the office at all. Many companies are going to a fully remote model,” says Mr. Ramakrishnan.

#### **Recruiting Diverse Talent**

Recruiting, hiring, and retaining a highly skilled and diverse workforce can be a challenge for many institutions, Jay Lemons, president of **Academic Search**, says. “As consultants, we bring a level of expertise that can advise, inform, and facilitate a search process that allows for greater emphasis of best practices in building a diverse candidate pool. Our practices have evolved over time to include more intentional efforts to educate each search committee on mitigating bias at every stage of the search process and especially in the evaluation of candidates’ initial application materials as well as subsequent interviews and other interactions with the committee and/or larger campus community.”

Mr. Lemons says that recruiting diverse leadership will likely remain at the forefront for higher education institutions now and in the years to come, meaning that the challenges of recruiting a diverse pool from which to select top talent will likely only deepen. He says that part of his firm’s commitment to assisting in the development of diverse leadership talent, Academic Search works with the American Academic Leadership Institute (AALI), as well as the American Association of State Colleges and Universities (AASCU), the Council of Independent Colleges (CIC), and other national education associations in their



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efforts to strengthen the pipeline of highly qualified and diverse higher education leaders so that campus leadership throughout the country will soon better reflect the students being served.

For **NGS Global** CEO and managing partner David Nosal, the need and desire for diverse candidates is not something new. For the past 15 years, the focus of NGS Global has been on driving diversity into all searches, which coincides with the focus of most, if not all, of its clients.

“However, common with the growing pressures that most organizations are faced with today, it certainly has become more competitive as it relates to attracting great, diverse talent into an organization,” Mr. Nosal says. “It is not uncommon for very capable and diverse executives to have three, four, or even five opportunities at a time that they are exploring and considering. What this means for the search firm is that they need to be in tune with their clients. They need to be even better search consultants. The senior partner who owns the search needs to be able to talk through all aspects of the client organization, whether it be strategic, operational, cultural, organizational, etc. It is no longer acceptable to our clients to have associates or senior associates, which most of the other firms have doing the outreach calls, because the competition for those candidates is enormous.”

“The client company’s need for diversity candidates is enormous,” Mr. Nosal says. “If your outreach to those candidates is not conducted by a senior partner, who truly has most if not all the answers to their questions, a search firm will lose candidates along the journey because of the competition for diversity amongst the candidate pool that they’re fishing from.”

Raffaele Jacovelli, managing partner of **Hightech Partners**, says that recruiting diverse talent is very high on every client’s list of priorities, but that it can actually pose new challenges in many searches.

## SPOTLIGHT

### Working with a Global Recruitment Network



*Dave Nerz is the president of the NPAworldwide Recruitment Network. He has served as the leader of this 65-year-old member-owned cooperative since 2006. The network facilitates split fee recruiting for the independent recruitment firms it counts as members.*

*Under his leadership the membership has grown as large as 575 members and annual shared revenues have exceeded \$8,000,000 in fees. The membership of NPAworldwide is currently comprised of member firms on six continents and more than 42 different countries.*

*In the following interview, Mr. Nerz and a few members of the NPAworldwide Recruitment network share their perspectives on the recruiting industry. The respondents share their views on specific industries that are thriving, the impact of culture on an organization, and the value that executive search and recruiting provides to its client organizations.*

#### **Have specific industries become more reliant on search to fill senior level positions? Is there a specific function that search firms are filling?**

We have seen a shift over the last few years in the types of roles recruiters are asked to fill. Employers have used in-house recruitment, referral and HR functions to fill simple and repeatable roles with greater frequency. Recruiters are being leveraged for the most difficult and complex roles. Roles where targeted extraction is required from a competitor or related industry are typically retained searches being given to proven headhunters. For obvious reasons of greater reach into the talent pool, strategic roles and leadership roles are also being filled by seasoned recruiters versus paid staff. Any industry with a degree of specialization is more likely to use the assistance of an independent recruiter to fill openings. The lack of candidates and the need for speed make a recruitment partner a vital strategic resource when seeking specialized talent. – Dave Nerz, President, NPAworldwide

#### **How would you suggest a corporation chooses the best search firm for them?**

Look for firms able to demonstrate past success in filling similar roles. Investigate the firm's reputation and brand. Can they create visibility for your openings in the market? Understand the connections and deep relationships the firms have established in the markets where they will source your talent. Do they have connections to a network or group of affiliates that can support your search in multiple geographies? Are their value propositions in line with the industry? Do they demonstrate an ability to produce a return on your investment? – Jason Elias, Managing Director, Elias Recruitment Pty Ltd. Sydney, Australia

#### **How do search firms impact the culture of a company? How important is it to align your client's culture with the candidates you provide to them?**

When interviewing and short-listing candidates for a position, it is critical to understand the culture the candidate will be operating in as well as the direction the organization envisions for the future. The concept of hiring like-minded candidates seems sensible, but may be counterproductive

to achieving the vision desired by the company, division, or work group. Assessing culture's impact requires a significantly deeper thought process than just finding a candidate with what appears to be a similar background and style.

Some critical considerations revolve around highly structured work environments when contrasted with more flexible and even entrepreneurial settings. Are candidates required to work as part of an engaged team or does the team expect highly individualistic results to contribute to team output?

Candidates that do not fit the culture will slow the company's progress while frustrating the candidate and ultimately causing turnover. Every lost employee sets the organization back three to six months even in the best case with a speedy replacement. Not to mention the cost of turnover. So fit within the employer's culture is a primary driver of a recruiter's successful outcome. Alignment speeds onboarding, facilitates engagement, and provides for lasting work relationships. Quality recruiters deliver on these expectations. - Jim Lyons, JD, CPC, President, LHI Executive Search, New York, NY

#### **How do search firms and the talent they place drive value into an organization?**

A quality search firm should be engaged in all aspects of talent acquisition and the hiring process. It is appropriate for employers to have a search firm support the defining objectives of the search through candidate onboarding and post-hire feedback. The post-hire feedback to the employer, hiring manager and leadership of the organization can improve the results of the organization and even speed future searches for top talent. These actions allow an employer to hire the best talent available, not just an appropriate and acceptable candidate. Great candidates can transform organizations and deliver superior organizational results. Good fit, appropriate energy, adaptability, financial requirements/ satisfaction, and skill are all part of what a search firm will assess candidates for prior to submittal. Good hires can deliver results and long-term value that repeats year after year. Pamela Robison, CPC, President, J. Gifford, Inc., Tulsa, OK

#### **How do you differentiate one search firm's service offerings from another?**


Look for a defined process or perhaps a communication plan. While each firm may approach a search differently, you will need to find the method that matches best with your style. Like dining at a restaurant or staying at a hotel, reviews can only take you so far. You may hate a place that others love. So, in many cases a test search is a best way to trial the complete experience to see if a firm works with your style and meets your expectations. Dave Nerz, President, NPAworldwide

Businesses succeed because of the people who make decisions and make things happen. Finding the right people is critical for success. Knowing where to look for the right person and how to present an opportunity to a candidate who is not currently looking – this is what Blue Rock does for clients. Finding game-changing leaders is how we help our clients succeed in the short-term and the long term.

“Clients expect to see only ‘diverse’ profiles in order to balance their current organization,” Mr. Jacovelli says. “But these diverse candidates are rare, heavily solicited, and not easy to attract, which makes it much more challenging to successfully close an assignment. One of the reasons is that the technology industry and the STEM education system have traditionally attracted many more men than women. Other diverse candidates are developing their careers, with some remarkable successes in large companies, but diverse candidates need more time to be well represented in top positions.”

“In a candidate’s market where there is a shortage of millions of people, adding the diversity dimension might pose a real challenge to the ability to deliver, also at a very senior level,” Mr. Jacovelli explains. “In these circumstances, we try to educate the clients and confront them with the reality: they should consider themselves lucky to be able to fill an open position, regardless of any of the diversity dimensions, but with a candidate with the right skills set. What is in fact the opportunity cost of not filling a position in a timely manner to first exhaust all the options to recruit a diverse candidate?”


“While there are many important reasons to engage an executive search firm, we fully believe the true value of engaging in a partnership with our clients, not just a transaction,” says Matthew Beck, SVP at **StevenDouglas**. “Often these engagements are some of the most important hires an organization will ever make and working in concert with an executive search firm who will invest ample time and resources to get to know their clients and their business is of the utmost importance. In today’s corporate landscape, companies and investors cannot afford to get these hires wrong. Executive searches, when done right, employ a very strict, quantifiable process allowing them to achieve maximum results even in the



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## CASE STUDY

### Building Top Team Cohesion and Performance



After recently making three new hires to its executive team, the CEO turned their attention to C-suite performance. There was not a particular problem to tackle; the company continued to perform strongly. But amid the disruption of the global pandemic, the CEO wanted to ensure the top team was pulling in the right direction and that every CxO had what was needed to succeed in a fast-changing world.

#### The Russell Reynolds Associates Process

Over the next 18 months, RRA helped the C-suite improve its team dynamics and completed a robust succession process to assess and develop future leaders within the company's ranks.

The first step was to look at the existing C-suite, with a goal to build cohesion, common purpose, and improved performance. To do this, RRA ran a series of discovery discussions and off-sites focused on four key areas.

1. Reconnect the team: Build trust and connection among the existing C-suite and new CxOs.
2. Build team alignment: Define a team charter, norms, and standards.
3. Promote CxO awareness of their role as leaders and torch bearers: Build self-awareness, and deepen the CxOs' understanding of their peers and the impact they have as enterprise leaders.
4. Connect culture and strategy: Define the culture of the organization and identify the shifts needed to deliver on the business strategy.

Once the team dynamics had been fine-tuned, RRA began working with CxOs on an individual level. The aim was to help everyone build awareness of their leadership strengths and development areas,

so they understood what they needed to do to stay ahead of a fast-moving business environment.

This was achieved through a highly personalized development journey for each CxO, anchored in their own needs, as well as those of their team, and the organization. The development process was based on a deep exploration of each CxO's career so far and their future aspirations, and set out the actionable areas they would need to focus on in the coming two years.

#### The Resolution

Any analysis of top team performance will uncover insights that at times can be confronting or challenging. But the company's C-suite had a collective desire to learn and was keen to understand how they could better secure success—at the individual, team, and organizational levels. The outcome was a more connected and cohesive top team, aligned in their desire to drive growth, deliver on the strategy, and develop themselves and their successors.

Meanwhile, the systematic approach to succession planning gave the CEO an accurate lens on the long-term potential of future C-suite leaders, and a more objective approach to building bench-strength. For the first time, they had an accurate picture of top-performers within the company ranks, and the confidence to know that whatever the future would bring, the C-suite would be ready.

Source: Russell Reynolds Associates

candidate-driven, competitive recruitment landscape we face today.”

With so many executive search firms throughout the world, the big question often comes down to which firm do you use and why. There are large global firms, boutique firms, industry specialists, and everything in between. Mr. Beck says that they often learn that corporate talent teams pick the biggest, or the firms that “know” the industry the best but forget to ask critical questions like: Do they do too much business in our space? Do they have blockage from recruiting from the companies we need to attract talent from? Mr. Beck notes that in today's current climate with demand for top talent at an all-time high, an important

question to ask executive search firms is: How many searches is the person leading the charge working on? “It is common these days for search professionals to be overloaded with engagements given the countless opportunities, and many folks find it hard to say no,” he says. “Additionally, we see a lot of value in corporate talent teams and search firms aligning in their approach and search philosophy, not just employing a one size fits all approach to search. Every search these days is completely different, and search firms need to be agile in their approach to pivot at the demands of their clients.”

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new access to talent that maybe could not have been considered or open to transitioning to a new role prior to the shift, according to Mr. Beck. “While the search process is largely unchanged, there is a crucial need to better understand the motivations and reasoning for the candidate’s prospective move, or even willingness to discuss opportunities with companies and executive search firms,” he says. “The pandemic in many ways has opened employees’ eyes to what is most important to them in their work/life balance, and we have seen a shift in what opportunities they are willing to consider or even parts of the job that they are willing (or not) to do.”

The best executive search firms provide value far beyond hiring an executive to fill your position, according to Rob Andrews, founder and CEO of **Allen Austin**. “Done properly, retained search is the most influential and impactful form of management consulting there is,” he says. “The list of reasons for hiring a great search firm is long, and it starts with retaining a firm who can actually help you get clear about what you’re trying to accomplish before crafting a search spec. Search firms that add real value are not order takers. They are true consultants who ask provocative questions to make sure that recruiting solution they offer are aligned with your purpose, mission, vision, values, and strategy. In other words, search consultants who know their stuff are in business to help you achieve your business objectives, not to deliver solutions in a vacuum.”

Mr. Andrews explains that most corporate talent teams would benefit from working with a high-quality search firm. Look for a firm with a long track record of managing complex engagements with positive outcomes. Look for firms that measure their own performance. What’s the firm stick rate at two years? What kinds of processes has the firm developed to facilitate matches that work and last? How responsive

## SPOTLIGHT

### Expanding Offerings & Into Different Industries

#### Coulter:Partners

*Coulter Partners are executive search and leadership development specialists working to build a better future. As advisors and*

*consultants to companies at the cutting edge of life sciences, health and technology, they are united by their mission to build teams that change the world. In the following interview, the Coulter Partners team shares its evolution over the past several years and highlights their ability to work across borders and why it has worked so well.*

#### **Discuss the current demand for executive search. How has Coulter Partners evolved its offerings over the last several years?**

Demand remains strong in our core markets of Europe and North America, but we are also happy to report growth in APAC, a region we have increased our footprint in over recent years, with offices in Singapore and Melbourne, Australia. Retained executive search has historically been less prominent in Asia, but the region is steadily growing in size and starting to produce its own globally competitive life sciences, health, and technology businesses. In order to achieve global growth, these ambitious companies are realizing they need to access the best global talent and thus look outside of their own networks, choosing to partner with executive search.

As well as the sectors we have traditionally been strong in such as pharma/biotech and medtech/diagnostics, we continue to focus on extending our offering to adjacent verticals such as agtech & food production, industrial biotech, animal health, patients services, and enabling services. We also see an increased demand in digital health, an area we are actively pushing growth in, with dedicated digital health strategists and advisors on the team. In 2015-16, we had 12 assignments in the digital health space, which has grown to 58 assignments in 2021-22. We are building a vast talent pool in this field by developing a thorough understanding of the companies and key opinion leaders in the market.

#### **Explain the importance of culture to Coulter Partners and discuss how you place candidates across borders while still making sure they are a good fit for the culture.**

We are a truly diverse, multicultural, and multilingual group of experts with backgrounds ranging from science and technology to the arts, finance, and more. The diversity in our own culture reflects the diversity of the teams we recruit. We understand their challenges and difficulties but also the opportunities their businesses can maximize, enabling us to find and develop exceptional individuals. Our global mindset, culture of sharing, and unique one team approach means we are all focused on finding the right candidates for our clients wherever they are located in the world. Our team has an extensive network globally that we all share and benefit from.

It's important to recognize the profound importance of cultural differences when recruiting globally, as well as the nuances of the various markets, from employment law to taxation systems and rewards packages. Each market is different, and we have the local knowledge and presence combined with the global mindset to help clients navigate hiring talent in other countries. As another function of our unique business model, we maintain global cultural sensitivity and provide unique insights to our local clients based on this expertise.

#### **Coulter Partners offers a “blend of recruiting services”. Discuss why Coulter Partners decided to offer leadership consulting services and other offerings beyond pure executive search?**

In addition to the very significant opportunity that we have to expand our core activities, we are experiencing considerable demand from our clients to use our capabilities in other ways. We have always had a strong consulting, assessment and advisory capability embedded in our executive search process, but we are seeing more and more requests for a more formalised approach.

As an example, early-stage companies might not need to expand their team just yet but might benefit from our leadership assessment and development services. With funding sizes increasing, start-ups are under a lot of pressure to grow faster, and when teams grow more quickly, this means less time for leadership teams to settle into their new roles. This is when our coaching and team development services become more suited to clients' needs than traditional search.

In addition to executive search, we offer board advisory and leadership consulting services.

Coulter Partners' board practice brings over two decades' experience in building, advising and evolving boards for private and public companies. Our network is carefully curated and gives us access to leaders who can guide science, technology, and innovation-driven companies through all stages of growth and evolution. We understand what value a board can bring and how to evaluate its suitability for the stage of the business and the three-to-five year plan. A board is critical in ensuring appropriate governance, DE&I and ESG, overall supporting a company's success. Our board evaluation and search approach also encourage the bringing forward of first-time board members where appropriate, to enrich the composition, diversity, and insights of a board.

Leadership assessment & development enables our clients to enhance self-awareness and pinpoint areas for personal development. With over two decades' experience interviewing, assessing, and monitoring leadership growth, we have a clear insight into what drives success. The Coulter Partners framework balances specific leadership strengths: creating vision, mobilizing people, driving performance and agile leadership. This is underpinned by a data-driven understanding of each individual's personality and preferences.

#### **As a global company, how do you recruit across borders? How do executive search firms and their offerings differ around the world? Please refer to the UK, EMEA and Asia markets in this response.**

The innovation industry is global, and our clients' missing piece could be anywhere. In order to bring the most sought-after talent from across the globe, we operate in over 40 countries across three continents, using CP:Net®, our proprietary AI-driven candidate and company database, and our unrivalled network which includes hundreds of thousands of innovators worldwide. We have a global team of multilingual experts, and while the majority of our clients require English as the spoken language, and our search process is conducted exclusively in English, our ability to interact with candidates (and occasionally clients) in their local language enhances the recruitment process. Our process is fully harmonized across geographies – what our clients and candidates experience in one country is identical to that in another country.

are they? How flexible? How trustworthy? Do they custom craft engagements or are the cookie cutter? What kinds of adjustments are they willing to make if things are not working out?

Mr. Andrews also notes that adapting to the pandemic is much like adapting to other cyclical issues. While the pandemic is unprecedented, today's inflation rate, energy prices, and labor shortage are also problematic. "I've been in search since 1979, and if there's one thing I've learned, it's that change, and disruptive events are inevitable," he says. "Every time the market heats up, and demand exceeds supply, we have a labor shortage. Great search firms and great leaders adapt and think with a cool head, remembering that all things are cyclical. The best solutions are those which will still makes sense once equilibrium returns."

### **Diversity, Equity, and Inclusion**

"We have great passion around helping our clients build peak performance cultures, and DE&I is always an important element of a truly diverse, equitable and inclusive culture," says Mr. Andrews. "All our solutions are built around nine principles we've observed in peak performing organizations, and the first principle is a high-performance mindset. We coach boards, CEOs, CHROs and senior leaders on DE&I, among other things. The most important advice we give is that true diversity cannot be achieved by checking boxes. You can't hire it done, or implement it. It requires a cultural transformation that begins with a mindset shift among the senior most leadership in the company. There is no corporate transformation without first transforming the CEO, board, and leadership team."

The employer/employee landscape has changed dramatically, resulting in the talent shortage that continues to be of concern for every organization, says Larry Shoemaker, president of **Cornerstone**



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## SPOTLIGHT

### Big Benefits Added from Working with Executive Recruiters



*David Nosal is chairman of NGS Global and Managing Partner at NGS Global Americas, LLC. Mr. Nosal has conducted numerous executive search assignments across multiple industries throughout North and South America, Europe, and Asia. In the following interview, Mr. Nosal shares what sets NGS apart from the competition as well as his expectations for the future of the industry.*

#### **How does NGS Global set itself apart from other search firms in its search process?**

NGS Global has the most unique value proposition of all high-end retained search firms in the world. First, unlike all other global search firms, NGS Global search partners who sell the work do the work. We do not leverage the execution of any assignment down to an associate or a senior associate to do the outreach to senior executives. We feel it is critical that the NGS Global partner who has sold an organization on their own capabilities and experiences in a specific industry or function are the face for that client to all executives in their search process. We take seriously our ability to attract the best talent for all our clients, and it starts with the senior partner in our organization and their outreach to the targeted candidate on that assignment.

Additionally, as the global mid-size alternative to the big five, we have very few off-limits issues. It continues to surprise me that major client companies across all industry sectors continue to hire the large bulge bracket search firms to do their search work. On a weekly/monthly basis, we pick up broken projects that were being executed on by the bulge bracket firms because they were unable to attract talent from certain organizations into the clients in which they've been retained. A big reason for this is that they do tens of thousands of searches a year, and subsequently are blocked from going after great talent and organizations that would be most appropriate to that client organization. Because NGS Global conducts somewhere between 800 and 1,000 searches a year, across 14 industry sectors, we have very few off-limits issues on any specific project.

#### **What is the biggest benefit that NGS Global offers to its clients? What value does the right talent add to an organization?**

With the unique business model that we have created, we are able to provide to our clients the broadest access to the best talent in any industry and function in the world. Our focus on being able to provide a diverse slate of candidates to our clients is also a significant benefit to them. The value that the right talent adds to an organization really depends on the search firm's ability to identify and attract the talent that each of our client organizations need. Without the best access to the best talent in each of those assignments, a search firm is not able to truly bring the benefit that they are retained to bring to a specific search. We have solved that Rubik's cube with our business model, and our repeat business which is in the 90-plus percentile is a testament to NGS Global's ability to perform for our clients.

#### **How have diversity and inclusion initiatives impacted your practices? Has this caused additional challenges to the search process?**

From the onset of building NGS Global, we have been focused on diversity and inclusion. It starts at home with the business leaders who are the owners of NGS around the globe. We would challenge any organization to be able to compare to our leadership team in all regions of the world. We have hired the most diverse slate of managing partners,

who are operating in all regions of the world and from there, our philosophy on diversity and inclusion permeates throughout each one of our assignments. We have a goal within NGS Global of 50% diversity candidates on every search. We hit that in 95-96% of our assignments, but do strive to hit 100 percent.

#### **What specific industries have had the biggest demand for your search services? How do you set yourself apart from other firms working in this industry?**

Over the last three to five years, we have seen the highest demand for our search services in professional services, technology, industrial, consumer/retail and private equity. I believe that we have set ourselves apart, not only in these specific industries, but candidly in all industries in which we compete. However, the biggest demand continues to come from those verticals I just mentioned, and we believe that the talent that we've assembled around the globe to support those specific verticals as well as the various functions within those verticals clearly separates us from our competition. When you hire consultants who have worked specifically in a sector or a function, and teach them the business of search, they typically have a leg up on the competition for that specific assignment.

#### **How have recent economic conditions impacted executive search? What are you expecting for the search industry for the next few years? Do you plan to change anything about NGS Global or your offerings?**

Whether it be the pandemic or some of the broader economic conditions/changes that we've seen over the last six months, the world of high-end search has not yet been impacted. There continues to be numerous reasons why client organizations come to firms like NGS including retirements, individuals who have been recruited out of their respective organizations, or lack of performance at the executive level. Boards and CEOs need to be looking forward and determining whether or not they have the right leadership in the right chairs to navigate for the future.

Those organizations who are going to be the most successful no matter what industry they're in, need to always be looking at the talent required to navigate for the future versus how successful they were in the past. Those board members, CEOs and CHROs who have the strength to make those tough decisions, will always position their own organizations to be the leaders in the industry in which compete.

#### **What are you expecting from the search industry for the next few years?**

My personal belief is that the search industry will continue to be robust at the executive search level. Whether it be Board, CEO, or C-suite, there will always be a need to fine-tune the leadership strategies within most organizations. That will not change. I do believe that below the executive level, technology will continue to become an enabler for companies to leverage to fill additional recruitment needs.

**International Group.** “It is relatively simple to use resources to identify individuals who have the skills to fill key roles within the organization,” he says. “However, that is the least important part of the recruiting process. People no longer want a job. They want to be part of an organization that meets their individual priorities. Experienced search consultants understand the organization and the culture. Their search process focuses on the candidate, what their career vision is, and how the role will help them attain this vision.”

Mr. Shoemaker explains that the consultant understands the requirements to succeed in the role, particularly those that go beyond the technical skills and experience. “They identify, screen, and present candidates who ‘fit’ the organization, its culture and vision,” he says. “Organizations hire individuals who stay longer and make greater contributions. The overall value of executive search can be viewed in terms of ROI: less turnover, greater contributions and ensuring the goals are met.”

Corporate talent teams provide value to their organizations in many ways. “However, executive recruiting requires specialized skills and time to invest to ensure appropriate candidates are hired,” says Mr. Shoemaker. “The business model of search firms requires them to have the time to invest to successfully conduct any search they have accepted. The recruiting project is not added on to an already busy schedule of an internal recruiter but taken as a stand-alone project where success is crucial. When corporate talent teams’ partner with an executive search firm they gain knowledge, experience, and candidates that greatly increase the probability of success of the recruiting project.”

The best search partners for corporate talent teams are those that have successfully conducted searches for similar organizations, Mr. Shoemaker says.

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## SPOTLIGHT

### Working with Executive Search Firms to Find Top Talent



Gary Erickson founded **Executive Search Partners** in 2003 and has over 35 years of management and executive experience. He has held positions of CIO, COO, Director of Sales, and Global Director Quality and Manufacturing. In 1994, Mr. Erickson was named one of the country's leading mid-market CIO's by Deloitte and Touche. In the following interview, Mr. Erickson shares how he works with clients to fill C-Suite roles and what he would look for in a search partner.

#### Why is it so important to work with an executive search firm to place top C-Suite leaders?

The right C-Suite leader can significantly improve the operations and profits of a company. Conversely, hiring the wrong C-suite leader can be disastrous. No matter how good the HR department is, the HR departments does not hire C-Suite leaders on a regular basis. Executive search companies, on the other hand, do this every day. They have the expertise to understand what makes a successful C-suite leader and have the network, tools and processes to conduct such a search. Additionally executive search companies can help bring fresh perspective to the requirements of the position and can access candidates that might be difficult for a company to access themselves (candidates from competitors, diversity candidates).

#### Put yourself in your clients' shoes, what would you look for in a search partner? What questions would you ask?

The number one questions I would ask is: have you recruited for this position before for companies of our size and in our industry, and how many of these positions have you filled? Executive search companies come in many flavors. Some are very large and cover the gambit of positions but may only work with Fortune 100 companies. Others, like Executive Search Partners, focus on select C-Level positions. Executive

Search Partners focuses on senior level IT and finance and accounting positions for small and mid market companies. Additional questions I would ask are: What is your process for doing such a search? What are your fees and how are they structured? What guarantees do you provide?

#### How does your search firm increase the value of the companies you work with through placement of strong talent? How does the right leadership impact the future and legacy of a company?

The right C-Suite leader can significantly improve the operations and profits of a company. Conversely, hiring the wrong C-suite leader can be disastrous. Search companies have the expertise to understand what makes a successful C-suite leader, and work with the hiring company to define the requirements. Because executive search companies work across multiple industries and understand what other companies, including competitors, are doing, they can often bring fresh perspective to the requirements of the position. Executive search companies have the network, tools and processes to conduct such a search and can access candidates that companies often cannot access themselves such as competitors or customers.

#### What is your expectation for executive search in 2023? Do you expand a tightening economy to have an impact on the way people hire?

We have already seen a significant slow down in hiring. Most CFO's, who are tasked with preserving the financial viabilities of their companies, are taking a conservative approach to expenses and investments and are delaying them as much as they can. Still – critical C level positions still need to be filled so we think that the market will C level executives will remain strong both though the rest of 2022 and into 2023.

"Industry experience is important, but less so than having worked with organizations that are similar in terms of size, challenges, type of ownership, and vision," he says. "Most important, corporate talent teams should work with a search firm that will truly be a partner committed to the organization's success and will view the partnership an integral part of the search firms' long term future."

"People and relationships are at the core of the search business – and they're the No.1 reason to work with a retained executive search firm like **DRiWaterstone Human Capital**," says Doug Trout, managing director, non-profit practice,

DRiWaterstone. "Our recruiters take the time to get to know a client's business and culture, and establish an authentic relationship. Our goal is to align hiring with every element of the client's culture and strategic plan - from the way we market the organization in our search materials to the impression we create among candidates (those who get hired and those who don't), everything we do advances this goal."

Executive search partners also bring to the table an in-depth knowledge of the industries in which they work. "At DRiWaterstone, we have bench strength in the non-profit and social enterprise markets, giving us one of the largest networks of leaders qualified for

non-profit and social enterprise organizations in the country, and a thorough understanding of the needs, challenges and opportunities that are unique to clients who are working in these types of businesses,” Mr. Trout says.

“Finally, we stand by the work we do,” Mr. Trout says. “Our teams are paid for the quality of work we do, not the quantity of candidates put in front of clients – meaning we take the time to find and nurture relationships with the best possible candidates for each individual client. Honesty and expectation management are central themes of our searches with both clients and candidates and we believe it’s what ultimately fuels our referrals and return clients.”

DRiWaterstone Human Capital views itself as a partner extension of a client company’s holistic recruitment strategy. “At DRiWaterstone Human Capital, we’re not only experts at evaluating candidates and filling tough searches that internal teams often don’t have the time or resources to take on, but we’re also experts in the not-for-profit and social enterprise space,” Mr. Trout says. “We have a strategic understanding of culture, strategy, tactics, and operations, and that makes us a valuable partner for internal teams. We believe our experience and perspective with other clients is a significant advantage to the internal team as they seek great talent.”

### **Understanding Culture**

When looking for a search partner, companies need to look at firms that commit to understanding their business and their culture, Mr. Trout explains. “This means you’re getting a partner who can pitch not just the role, but the bigger picture opportunity offered by your company and the people associated with it,” he says. “This added dynamic is part of the collective magnet that attracts top talent and ensures that our clients see individuals who will take their culture

## INSIGHT

### Choosing the Right Search Partner

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Whether you are bolstering your C-suite to support continued success and growth or seeking executives to help redefine your strategy in the face of change, you need an executive search firm that can connect you with leading-edge talent. In the following piece, **Bowdoin Group** discusses six critical success factors in choosing a search partner:

- 1. Extensive expertise in your industry** – To find a qualified leader for your company, you need an executive search team with expertise specific to your industry. The search firm should have resources dedicated to your vertical, including a senior partner and team members who understand what it takes from a talent perspective to drive success and growth.
- 2. Credibility and connections** – To find the executive talent that everyone in your industry is talking about—the thought leaders, the trailblazers, the individuals currently heading the companies you aspire to be—your executive search team must have the credibility to engage them.
- 3. A well-defined executive search strategy** – A successful executive search requires a well-defined strategy. The search process can be challenging and complex, requiring the identification and assessment of a wide range of individuals to pinpoint those very few who meet your specific needs. Finding your next leader is an art and a science – not a shot in the dark.
- 4. Proven commitment to DE&I** – There's growing recognition of the importance of diversity, equity and inclusion (DEI) when it comes to executive leadership teams. The [McKinsey 2020](#)

[Diversity Wins](#) report revealed how companies with more diverse executive teams (gender, culture, and ethnic diversity) are "now more likely than ever to outperform less diverse peers on profitability." [1]

- 5. Full transparency into the talent search process** – With a top-tier executive search firm, your search process shouldn't be kept a secret from you. Select a firm with a transparent approach, where they openly share information at each stage of the process.
- 6. Capabilities to grow with you** – You want an executive search partner who can grow with you. While your priority right now may be to find that perfect Chief Revenue Officer, in a few months you may find yourself needing to hire a variety of positions at once, or even deciding to completely outsource your recruiting function.

#### Final Thoughts: Don't Settle for Good

The success of your company is highly dependent upon those leading it. The last thing you want is to reach the end of an extensive and costly search process with a pool of "good" candidates and be forced to choose one out of necessity.

When evaluating executive search firms, do your homework up front, ask the right questions and watch out for red flags. See what others in your industry are saying about them. Ask for references. Make an educated decision before you bring them on board.

While it will take a bit more work up front to perform this due diligence, envision the end game where your firm presents that individual with whom you have the confidence to entrust the future of your business.

and performance to the next level. Top candidates connect to organizational purpose and impact in ways not seen in recent memory, if ever. Not surprisingly, at DRiWaterstone, our clients in the non-profit and social enterprise space are dialed-in to that connection - they want purpose-driven candidates, and candidates who connect with their mission."

Like all organizations, DRiWaterstone has adopted a number of digital options for candidate screening and interview, says Mr. Trout, but this is a people-driven industry and they remain committed to nurturing those relationships. "We were one of the first search firms to introduce a candidate stewardship model that helps candidates navigate the interview

process," he says. "That model continues to serve our candidates (and by extension our clients) in this evolving world of work. Our candidate questionnaire provides transparency between potential candidates and hiring organizations, and helps candidates market themselves directly to the hiring team. And of course, we're focused on culture and ensuring that we're doing the work to ensure that we're finding leaders who will not only fit into a client's culture, but leaders who can help build and transform the culture to help our clients drive performance and accelerate business growth."

"There are so many reasons to work with an executive search firm from our ability to conduct research, our

existing databases, our industry knowledge, our skill in engaging candidates, our candidate negotiation skills, and the list goes on and on,” says Jennifer Muller, managing partner of **Academic Career & Executive Search (ACES)**. “The hiring landscape is more competitive than it’s ever been. Often the majority of candidates are in at least one to three other searches. It’s become a race to the finish line to secure a candidate. Institutions need an expert partner that can help them be the most competitive and flexible in their searches to land these coveted candidates. Candidates have far more options today.”

Ms. Muller highlights these other reason to work with search firms:

- Guidance, alignment, and consensus are key to successful searches. A good search firm will ensure these ingredients are in place before they begin a search.
- The ability to cast a broader net and conduct personalized one-on-one outreach to an expansive group of active and passive candidates.
- Tap into firm’s “best practices” to ensure smooth, successful searches. Search is all firms do, and they typically have well-honed and up-to-date search practices.
- Search firms know what’s happening in the current market. For example, an institution may be doing a dean of business search once every five or six years. A search firm may conduct multiple searches every year for this same position in a year. Search firms know the current market trends and can provide sage guidance.

“A search firm brings knowledge, contacts, experience, and focus that is not always possible by an internal talent team,” says Ms. Muller. “These internal teams have knowledge and experience but given their exceptionally busy and high-demanding



## Changing the Game of Executive Search



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## SPOTLIGHT

### Setting Yourself Apart as a Global Search Firm



*Nicholas Barton is the founder & CEO of **The Barton Partnership**, a niche global executive firm with an enviable reputation with the Strategy, Transformation and M&A arena. In the following Q&A, Mr. Barton shares how his firm is different from the competition and discusses the impact of the pandemic on his business and how they got through it.*

#### **There are so many search firms in the world, how does your firm set itself apart from other firms?**

Operating across strategy & M&A, digital, data & analytics, esg & sustainability, and transformation & change, we have retained a core functional focus. Our cultivated candidate networks reflect this niche specialism, enabling us to outperform generalist firms within our target markets. More than half of our candidates are alumni of tier 1 & 2 consulting firms and bulge bracket investment banks, 60% have additional experience in industry. By tracking the careers of all current and former consultants across the strategy consulting spectrum, we are able to offer clients the balance of commercial and consulting experience. Our own internal teams comprise former tier one strategy consultants from Bain and BCG, transformation practitioners and sector-specialist recruiters.

#### **How do executive search firms find the top tier-talent that internal teams can't find? How do search firms leverage their networks to place top-level leaders?**

We have an extensive yet cultivated network of executive-level candidates within our combined function and sector focus. Engagement is maintained through constant contact to establish evolving career expectations and supported by regular candidate-targeted insights and an extensive program of events (both in-person and online). Additional channels include research-based headhunting, referrals and recommendations within the wider industry. We have an integrated research function that map the market, tapping into wider and more diverse talent pools to ensure we identify the best long-term fit for our clients. Additional investment in data-driven insight tools enables our teams to widen the scope of our research and deliver on challenging searches or gender and ethnically diverse shortlists. Our search practitioners can draw from the combined expertise of our global team and bring a best-practice approach to the hiring process for our clients. This includes process management and overcoming counter officers, a key differentiator in a competitive market.

#### **What services other than traditional search services are search firms offering? How have firms diversified their offerings?**

We have an independent consulting business which provides individuals for projects through our curated network of more than 5,000 independent consultants across North America, EMEA, and Asia Pacific. Our consultants have a combination of consulting and industry experience, offering pragmatic advice on strategy & M&A, digital, data & analytics, ESG & sustainability, and transformation & change. Our extensive global network means we can provide consultants within

48 to 72 hours of engagement. In 2020 we developed the consulting solutions arm of our business (consera-consulting.com). A full-service consultancy helping clients define their future strategies, implement change and realize their long-term goals.

We produce reports to support our clients' diversity hiring initiatives, including our annual compensation insight report, which provides insights relating to salaries, bonuses, factors driving resignations, motivations when considering a move, and the different themes which emerge across genders.

#### **As the ways in which the world works are shifting as a result of the pandemic, how is your firm changing the way in which it executes searches as well as how it evaluated candidates to meet new demands?**

The rapid transition to entirely remote working during the various lockdowns led to the delivery of entirely virtual end-to-end search processes, supported by investment in digital communication and collaboration tools, as well as increased usage of psychometric assessments. When the interview process is conducted entirely virtually, we developed even more rigorous reference checks to increase the likelihood of a long-term tenure.

With demand for talent in 2022 increasing exponentially and the shift to a hybrid workforce, the speed and agility of the search process is key. By leveraging best-in-class communication and online assessment tools, we have been able to speed up the hiring process for our clients. The shift to remote or hybrid working has redefined the hiring requirements for executive-level talent. Engaging effectively through video conference is crucial, and a core leadership capability that must be assessed. The accelerating digital environment also means that borderless hiring is now much more a reality, and we are increasingly conducting borderless searches, tapping into geographically and culturally diverse talent pools.

#### **How has your company changed since the outset of the COVID-19 pandemic?**

Pre-COVID, we hosted regular roundtable dinners and breakfast events to engage with our client and candidate communities. We moved all events online led a series of webinars with leading experts on a host of topics, all accessible on-demand through our online events-hub. In 2022, we now take a hybrid approach to client and candidate engagement.

Before returning to the office post-lockdown, we conducted a workplace survey and consultation with everyone across the business. We learned that, whilst productivity has been high, the team missed the collaborative and social/cultural elements of being in the office. Once restrictions eased and we returned to a new hybrid office/remote working setup, we revamped and restructured our office space to increase break-out and think tank zones, as well as investment in private booths for focused working.

Mindful of the effect lockdown and Covid can place on people's mental health, we implemented a number of new initiatives to support our staff. A confidential and virtual counselling service was made available to all employees, fully paid for by the business and implemented permanently.

schedules, do not always have the time needed to focus on candidate generation and close the guidance of search committees to ensure timely, successful searches with minimal candidate loss.”

When choosing a search firm, look for a firm with success and experience across a broad range of position and institution types. Ms. Muller notes that this shows their ability to:

1. Extract and identify the needed hard and soft skills required for success to meet the unique nuances of your search and institution.
2. Research and engage candidates. Finding and contacting candidates is sometimes only half the challenge. You need to sell them on your opportunity, location, and often salary level in order to get them to apply.

In fact, look for firms that conduct searches for academic and non-academic senior as well as mid-level and faculty level positions, according to Ms. Muller. “Often positions that are not senior-level are far more challenging to fill,” she says. “They require more research and outreach to successfully close the search. As the ways in which the world works are shifting as a result of the pandemic, how is your firm changing the way in which it executes searches as well as how it evaluates candidates to meet new demands?”

ACES has always executed searches either partially or fully virtual. “It was a cost saving option we’ve offered for over 10 years,” says Ms. Muller. “The pandemic helped institutions realize that they could productively conduct much more of their work with search firms virtually. As far as the search process,

## INSIGHT

### More Rules to Follow When Partnering With an Executive Search Firm



Landing top executive talent requires a partnership with the right search expert. You cannot afford hiring mistakes at the senior level.

You need a specialized search firm that will source candidates who may not otherwise be identifiable in the market. Find a recruitment partner who knows your business sector and industry and has an excellent track record and references. Follow these rules when selecting and working with an executive search firm:

#### Know How a Firm Works.

Processes and business philosophies differ from firm to firm. Be aware of these differences and be sure a firm meets your criteria. Consider these factors:

- *Sourcing*: A search firm’s sourcing strategy and the resources they use to locate candidates are critical. They should leverage an extensive resource network that includes industry and competitive research, candidate databases and a full battery of online tools to zero in on a target market.
- *Screening*: Your firm must be able to qualify potential candidates after screening interviews and present you with a sharp, defined short list of potential hires.
- *Interviewing*: Candidates whom you personally interview should have already been thoroughly assessed. Your search consultant should be capable of readily discussing their resume, qualifications, personality and personal motivators.

- *Evaluation and selection*: Once interviews are complete, your role will be to review your notes with your search consultant and make a final selection. Sometimes the choice is obvious and other times you may need to broaden the search. Your relationship with your executive search firm should be strong enough to agree on an action plan for either scenario.

#### Maintain trust and communication.

Ongoing trust and communication are critical to your solid relationship with a search firm. A strong partnership cultivates open feedback about your company such as the competitiveness of your salary structure, incentive programs and market share and perception.

- Establish clear communication lines that facilitate key points reaching the table. Regular updates should occur to go over ground covered, issues raised and market feedback and progress.
- Discuss any off-limit issues so expectations are clear. This will most likely apply to who can or cannot be contacted. It will help protect relationships and networks as your search firm builds a candidate pool.

Consider partnering with BrainWorks for better results and the highest return on your executive recruitment investment. Our senior practice leaders have deep expertise in the industries they serve and proven success in managing hundreds of searches. Contact us today for more information about our executive search services.

## SPOTLIGHT

### Recruiting Diverse Leaders for Non Profit Organizations



Sam Pettway is the founding director of **BoardWalk Consulting**, a firm committed to Finding leaders that matter for missions that matter. Since founding BoardWalk in 2002, he has served clients as varied as international relief agencies, national foundations, regional trade associations and local agencies in dozens of markets. In the following Q&A, Mr. Pettway shares his experiences in recruiting diverse leaders for non profit organizations.

#### Discuss the current state of recruiting for nonprofit organizations. What value do your services provide in finding key talent?

Business is robust. Against all expectations when the pandemic started, we are having our third record year in a row. We specialize in CEO recruitment for nonprofits and foundations, and many leaders who might have retired honored their deep commitments to the missions they serve by shepherding their organizations through the pandemic. With that pervasive crisis largely behind us, many such CEOs are stepping aside so the next generation can bring fresh perspective to treasured missions.

Focused comparisons, objectivity, and creativity are the key value-adds of a comprehensive search. We test assumptions a board may have made about their organization's next leader by the questions we ask, the research we conduct and the candidates we develop. Most clients embrace the search for a CEO as an unparalleled learning opportunity, and we do our best to reinforce the value of such learning. The educational power of diversity is especially visible in a good search, whether it be demonstrated by candidates' lived experience or their professional experience.

While we always bring new talent to the table, we also foster new perspectives on familiar talent. As a group, search committees may be tempted to focus on the deficiencies of prospects they know best while emphasizing the assets of those they know least, a regular risk with internal candidates. We work hard to ensure a level playing field and take special pride when the internal candidate represents the bold choice.

#### How have DE+I initiatives impacted your search offerings? What about culture?

Our clients, all of which are nonprofit organizations or foundations, have long been attentive to the power of diversity, and most are quick to leverage that power. They don't just make promises; they live the promise. We start with the premise that organizations are acting in good faith, and we meet them wherever they are in their respective journeys. A commitment to diversity has been part of our fabric since our founding in

2002, as evidenced by the slates we've developed and the exceptional record of diverse appointments that resulted—but we know our own learning journey continues as well.

It takes a diverse effort to uncover diverse talent. We work hard to ensure we're being strategic and creative in our research, sourcing and preliminary assessments, leveraging who and what we know to uncover who and what we ought to know to be fully effective in the current engagement. Our diversity lens is well polished, but our vision is not 20/20.

That said, "finding" diverse talent may be easier than attracting such talent to the opportunity at hand. Not only are the most visible prospects also the ones most inundated with search firm contacts, but the best will want to know the "why" behind the interest. That presumes clarity with the client and authenticity with the prospect. If either is absent, the bond is unlikely to hold.

At its best, our work opens the client's eyes to new possibilities and new ways of assessing the trade-offs any one candidate might represent against a preconceived ideal. Some of our best searches have concluded on candidates the client would not have considered – or, in a few cases, had actually rejected – early in the engagement. Every search presents a learning opportunity. As an early mentor once said, "If all the client gets at the end of a search is a new hire, that client has been underserved."

Caveat: It takes time to build credibility in a field full of lip service. Learning from mistakes and miscues is fundamental to the effort.

Culture is the sine qua non of executive search. At the CEO level in nonprofits, few leaders fail because they cannot do the job; they fail because they cannot do the job here, and 'here' is all about cultural context. Even when there's agreement that the culture needs to change, the new CEO must meet the organization where it is today. The board may hire the CEO, but the staff and stakeholders determine whether that CEO will succeed.

particularly in the last 12 months, we've changed our methods around candidate engagement to generate more candidates as the landscape becomes more competitive and applications have lessened. We've also altered our search practices in a number of ways to mitigate candidate loss."

Ms. Muller explain that her firm has changed in both its techniques and process as well as team structure.

"We've adapted and refined our techniques to meet current challenges of candidate scarcity and more open positions," she says. "We've brought on more team members focused on research and outreach. This was always a key part of every search but we're finding we need to do far more outreach on most searches. We've always excelled in developing diverse pools with high percentages of finalists and

## INSIGHT

### Rules to Follow When Partnering With an Executive Search Firm

Landing top executive talent requires a partnership with the right search expert. You cannot afford hiring mistakes at the senior level. You need a specialized search firm that will source candidates who may not otherwise be identifiable in the market. Find a recruitment partner who knows your business sector and industry and has an excellent track record and references. Follow these rules when selecting and working with an executive search firm:

#### Check references.

Check firms' references as you narrow the field. Contact their corporate clients to determine the quality of candidates presented as well as the level of integrity, timely feedback and representation.

- Speak with candidates placed by the firm. Get their perspective on how opportunities were presented and on search consultants' business acumen and integrity.

#### Understand a firm's recruiting metrics.

Recruitment firms use various metrics for benchmarking purposes. Know what they are and which ones are your top priority. These metrics include:

- Days to first submittal
- Days to fill a position
- Interview-to-offer efficiency ratio
- Diversity ratio
- Retention percentage
- Average salary of filled positions

#### Make sure your search consultant understands your needs.

Ensure that your search consultant clearly understands the role, responsibilities, qualifications and any related nuances of the position you are seeking to fill.

- Your recruitment partner should know your company and understand the key elements of your employer value proposition. An ongoing relationship should be forged to address both immediate and long-term needs. For every opening, this means fully grasping the personality, skill set, knowledge and education desired in a candidate.

placed candidates. Part of our success is based on the sheer volume of candidates achieved through our research and outreach.”

“We’re intentional in our recruitment and attract more diverse candidates,” Ms. Muller says. “We

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also integrate practices into the search process that ensure equity for all candidates and help to mitigate bias. Talented candidates can slip through unnoticed due to ineffective showcasing of their strengths and experiences. Throughout the vetting process we work with candidates to better document their specific alignment and benefit to an institution. Candidates learn from the experience and institutions get a more precise understanding of each applicant, and increased inclusion.”

“We have set ourselves apart in the market through five key pillars of differentiation: sophistication, performance, insight, candidate experience, and tech-enabled collaboration,” says Richard Slayton, managing partner and CEO of **Slayton Search Partners**. “We pride ourselves on the sophistication of our experience, expertise, and approach. Our reputation has been built on performance that hinges on speed and client engagement. Our insight is second to none as we have built our team of specialists who dive deep into their chosen industry sector and function. We understand the value of an exceptional candidate experience. Finally, our tech-enabled collaboration ensures a seamless workflow and clear lines of communication.”

“Executive search is what we do, and we are experts,” Mr. Slayton says. “Most internal talent acquisition teams are juggling recruitment efforts for a variety of roles and may not have the deep networks or relationship to support them. We have depth. Our experience, our networks, and the long-term relationships that we have built around the work is what give us the capability to find and place top performing leads in the market.

Mr. Slayton notes that he has seen many search firms broadening their service offerings outside of just executive search. “Sometimes that includes mid-level management staffing or industrial staffing or similar—

## SPOTLIGHT

### A View of Executive Search from the Canadian Market



*With more than 25 years of experience in executive search and recruitment, Karen Swystun, founder and CEO of Waterford Global, is a trusted advisor to industry-leading firms worldwide who regularly invite her to address a broad range of issues related to the strategic acquisition of talent and its impact on organizational initiatives. In the following Q&A, Ms. Swystun shares her perspective on executive search from the Canadian market and how it differs from the U.S. market. She also shares how AI has impacted the search industry and much more.*

#### What value do executive search firms provide that internal talent teams can't?

While internal talent teams can do many of the things related to the recruitment of talent that an external executive search firm would do, there are some things that, despite their best intentions, they cannot do, or do as well, without the assistance of a third-party (independent) executive search firm. For the most part, these are things that arise from the difference in the relationship that can be formed between a candidate and a recruiter. On this point, the relationship to be formed between a candidate and a member of an internal talent team is effectively a relationship between that candidate and their potential future employer. By virtue of the very nature of this relationship, there may be things that that candidate would not be willing to discuss with an internal talent team member.

The relationship between a candidate and a third-party recruiter, on the other hand, is effectively one between that candidate and an "intermediary" between the candidate and the potential future employer. Within this relationship, a third-party recruiter is often able to have a much more candid and open discussion with the candidate, which is particularly important during the early stages of the recruitment process when initial exploratory conversations are held, a candidate's true level of interest is assessed, and trust is developed.

In addition to this, there is usually an opportunity for an external executive search firm to be somewhat more "objective" when assessing potential candidates; particularly in situations where there are internal candidates to be considered along with external candidates. Further, in cases where a high degree of confidentiality must accompany the search, it is often easier for such confidentiality to be maintained when an external executive search firm is engaged to carry out the search.

#### Discuss the Great Resignation and its impact on talent and executive search.

At the current time, in Canada, we are not seeing much evidence of the en masse resignation of employees from their jobs that had been predicted by the proposers of the Great Resignation. We suspect that this is because most of the people impacted by the factors supposedly driving the Great Resignation are not those working at an executive level, but rather relatively junior employees, with the result that we, as an executive search firm, do not come into direct contact with its effects.

#### How does Waterford Global provide specialized search services for a niche industry?

Waterford Global Inc.'s search and recruitment model is sufficiently flexible and customized to cater to these talent challenges. A key component of our firm's approach is a thorough research process that includes primary research (structured conversations with industry leaders and business consultants with sectoral expertise), and secondary research (accessing and compiling relevant information

and insights from industry reports, proprietary and for-fee databases, relevant publications serving the sector, and other online sources). Each client engagement is backed by this extensive research, giving our firm a thorough understanding of the niche industry's landscape, the socio-economic trends shaping the industry, the size and source of the talent pool for the position at hand, and the likelihood of being able to augment that candidate pool with suitable candidates from related industries possessing skillsets that demonstrate a fit for the position. Our firm also makes use of sophisticated AI tools and algorithms to improve its understanding of candidate competencies and to sharpen the focus of the search for client organizations in a niche industry.

#### Describe the market for talent in Canada and how it differs from the U.S.

The Canadian talent market, in comparison to the U.S. talent market, is smaller in size. Therefore, any search focusing on candidates within the Canadian geography must be carried out utilizing a high level of skill, not only in finding the right candidates and attracting them to the opportunity, but also in ensuring the highest standards of candidate care. We have also found some common trends with the markets in the U.S., specific to the aftermath of the pandemic. Across candidate pools in North America, we are witnessing a decrease in candidates wanting, or being willing, to relocate, with many such 'reluctant to relocate' candidates wanting to stay closer to their families or wanting to work remotely. For our firm, the positive side to this trend has been the increased development of new client and candidate relationships across North America.

#### Do you provide services other than pure executive search services? If so, what other services do you provide and why did you decide to add these offerings?

Our focus has been, and continues to be, on the provision of executive search services that are characterized by professionalism, confidentiality, and exceptional client and candidate care. We have made a carefully-considered decision not to dilute our focus in executive search by expanding into other realms. We also have a significant healthcare and medical search practice, in which we carry out searches relating to the recruitment of physicians, healthcare leaders, research scientists, and technical talent for a variety of organizations in the healthcare sector.

#### How has technology impacted recruiters' abilities to find the best talent?

At the executive search level, we find that there is still a significant need for human input in the design of the search strategies to be employed when seeking to find, and attract, top talent – as well as a significant need for the application of human intuition, logic and understanding when making the various decisions that go into the tasks of candidate identification and selection. In these areas, technology cannot yet serve as a substitute for sound professional experience.

other times it includes consulting, learning and development services, and other solutions across the human capital spectrum,” he says. “We’re seeing more well-rounded solutions. Some firms are doing this by hiring internally and building the infrastructure from the ground-up; other firms are diversifying their service offerings through acquisition.”

### **The Use of Technology**

In the wake of the pandemic, it has become crystal clear how critical the role of technology is in taking our services to a new level. Tech enables us to move faster without compromising the quality—gone are the days of scheduling travel and lining up calendars for full-day interviews and wining-and-dining. Virtual interviews as a first step in the hiring process means greater efficiency. There’s also a greater investment in digital assessments that can only improve a company’s efforts to ensure cultural and skills alignment, mitigating the risk of hiring the wrong candidate.

Slayton has seen key areas change in the wake of the pandemic. The firm has embarked on a very high growth trajectory, both in terms of revenue and our team. “This has also led to a greater investment in tools and marketing that leverage our search capabilities,” Mr. Slayton says. “And finally, and perhaps most importantly, our culture has evolved. We’ve embraced the hybrid work model without compromising the quality of our culture. We’re much more intentional and purposeful in how we’re spending our time together in-person, and we pay extra attention to the culture fit every time we hire for our team.”

**Diversified Search Group** is the largest woman-founded and woman-led executive search firm in the world and the only top 10 search firm in the U.S. with a female CEO. “We started out with a purpose - to challenge the status quo and diversify leadership teams,” says Aileen K. Alexander, CEO of Diversified Search Group. “Early on, we recognized

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## INSIGHT

### Evaluating A Search Partner

During each call have each committee member score the firms from 1 to 10. Then add all of your scores together and select the top firm to engage. To choose and evaluate the right firm pay careful attention to the questions that the firm is asking you.

#### Rank the Firms 1-10 on the Following Areas:

Their Proposal / Cost / Knowledge of the Industry / Existing Candidate Network / Networking Capability / Search Process / Responsiveness / Professionalism / History of Success / Ability to Build a Candidate Pool

**What to Look for in a Search Firm:** A strong firm will ask you questions that are designed for them to learn about the complexity of the search. It should also be clear that they did research prior to the meeting. A good search firm will already know generally the size of your staff, and also your budget size if they did their homework. Firms should be aware of the public information available about your organization or company. If they ask you the following it is a strong sign of expertise:

- The size of the board
- If you have formed a search committee
- What have been your challenges in the past with the role
- Where the organization wants to grow to strategically
- How you got involved with the organization
- What you are seeking in a firm

- The culture of the board
- The history of the position
- Why your past employees have left
- The culture of staff management and decision making
- What you see as the most important aspects of the role
- Where the organization can improve or grow

A strong partner should have been easy to schedule with. They should be responsive. How long did it take them to get back to you? It will be the same later as well. Did they listen to you? Were they understanding of your needs? Will they make a strong partner? Are they motivated to find you the best talent on the market, or are they just with a big firm? Also, make sure you understand why they are motivated to do a good job for you. Are you their largest client? How important will you be to them? Also, make sure to ask how many clients your prospective search consultant will be working with at a time. Some firms hold their searches open for up to six months so they may work on more projects at a time. This does not always net the best results. Be aware of your needs, and also how the search firm works to evidence a strong match to meet your needs.

Source: Foundation List

the importance of diversity, equity, and inclusive leadership as drivers of business performance, innovation, and resiliency. DEI is infused in the fabric of our organization. It is how we operate and serve our clients.”

Our founding purpose continues to set us apart today, particularly with the heightened value placed on DEI, according to Ms. Alexander. “Our deep history, team, and recent growth also distinguishes us as we leverage our breath of expertise, nimbleness, and people-centric approach to serve our clients as they adapt to a changing world, with changing expectations of leaders and organizations.”

#### Advantages Over Internal Teams

The advantage that executive search firms have over internal teams stems from the vantage point

of bringing a panoramic lens on leadership, organizational, and cultural trends. “We are able to take a broader view of what is happening across all industries and functions often in real-time,” Ms. Alexander says. “Based on decades of advising companies and executives on their leadership journeys, we understand how leadership requirements are evolving and new roles are emerging as priorities shift across the corporate, non-profit, education, and healthcare sectors. We are often in a position to evaluate and introduce leaders who may come out of industry or have a non-linear path to leadership, whether it be in the boardroom or C-suite.”

Executive search firms have started to expand their services to increase value in our relationships with both companies and candidates. Diversified Search Group says it prioritizes its role in advising clients to



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help them identify, recruit, and onboard new leaders. With its broad reach across sectors, the firm says it has more to offer to its clients to ensure executive placements can hit the ground running and have impact, particularly if they have transitioned from one industry to another and/or have moved from a public to a VC or PE-backed, high growth company.

“The services we offer go beyond traditional consulting and onboarding, and are part of our commitment to helping transformational leaders succeed in their roles,” says Ms. Alexander. “For example, our Connected Leadership practice - unique in the industry - works with clients to build valuable networks and engage influencers through convenings and other customized strategies that enhance reputations and advance business objectives. We also offer assessment and other consulting services such as succession planning.”

The pandemic demonstrated the industry’s ability to pivot and stay agile, by further leveraging tech solutions for search processes and engagement with clients. Diversified Search Group says it has earned a reputation for its ability to move with speed, be client focused, and anticipate candidate-driven shifts in the market. “With the demands for leadership in this ever-changing environment, our managing directors are increasingly advising their clients to focus on the core competencies and experiences required while being open-minded to non-linear paths,” says Ms. Alexander. “Given the societal, political, and economic shifts, we are seeing a greater need for leaders who also bring their humanity, vulnerability and communications skills in addition to their technical capabilities to their roles.”

Ms. Alexander explains that companies are looking for CEOs with diverse backgrounds and experiences who better reflect the workforce they lead and can engage them in new ways. Cultivating new leadership

## SPOTLIGHT

### Finding Top-Tier Leaders for Higher Education



*Dr. Jay Lemons became president of Academic Search in 2017, after serving for 25 years as a college president in both public and private higher education. Dr. Lemons has a passion for working with new and emerging leaders, and he has long been a champion and leader of efforts for increasing diversity, equity, and inclusion in higher education at the institutional and national levels. In the following interview, Dr. Lemons shares his views on the current state of recruiting for higher education institutions and how Academic Search finds the best talent for its clients.*

**Discuss working in executive search for higher education institutions. How has Academic Search differentiated itself from competition?**

For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. We are a mission-driven organization, founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our accomplished consultants have an intimate understanding of what makes a successful executive leader because many of them have served in the very roles for which we are contracted to recruit. Academic Search is also unmatched in access to and knowledge about both current and rising leaders in higher education. Our seasoned consultants are able to leverage their extensive networks to gain access to a wide, diverse, and ever-expanding group of highly qualified potential candidates and referrals forged from relationships they developed from having previously served in campus leadership roles across the country. In addition, Academic Search's active involvement in leadership development programs extends our consultants' reach, relationship-building, and recruitment of potential candidates to every search.

**What would you look for in a search partner? What are some of the key factors that Academic Search emphasizes when working with a prospective partner institution? What are some of the questions you would ask if you were on the institution side?**

We are often asked about our capacity to build a diverse pool of candidates and an inclusive search process, while sticking to a certain timeframe. We organize, manage, and inform a search process that is customized to the particular and unique needs of each of our partner institutions, but we are honest about the time needed to conduct a thorough, effective, and ultimately successful search and often advise our partners on whether their expectations match reality. We inform institutions on the work needed at the beginning of the search to gain buy-in from campus constituents and to determine the challenges and opportunities the new leader will face as well as the background, experience, and characteristics sought in the individual. Without this work at the front end of the search, a search can easily fall apart later in the process. Having the campus community on the same page about its needs and priorities and being able to share upfront with potential candidates what the job will truly entail, we find, leads to a more successful appointment. In addition, we are very intentional about discussing with our partner institutions how the recruitment and ultimate selection process is only as successful as the final transition

and onboarding of the appointee, which must be deliberate and well-planned; we can provide to our partner institutions integrated services around executive coaching and transition and onboarding.

In regard to the creation of a diverse pool of candidates and inclusive search process, we see it as part of our fundamental role to bring to each search committee a diverse candidate pool and to establish a fair and equitable process for all. We work with our partner institutions to make sure that committees are properly educated about how bias can play a role in the search process and discuss this at each stage of the search. We also make sure that each of our searches are exposed to the broadest range of potential candidates through inclusive profile and advertisement language, strategic placement of position announcements in venues that assure exposure of the opportunity to professionals across the diversity spectrum, and direct outreach to prospective applicants who represent a variety of identities.

**Discuss how DE+I initiatives have impacted search over the last several years including the role of the chief diversity officer. How has this role evolved and impacted the search process? Do you expect this position to continue to grow?**

As student demographics evolve and represent more marginalized populations, many institutions are making more intentional efforts around diversity, equity, inclusion, and social justice, including the creation of executive-level diversity officers to ensure issues in this space are getting proper attention. Whereas in the past there have been individuals whose scope may have encompassed elements of diversity, equity, and inclusion, such as Title IX and compliance officers, there are now designated diversity officers who sit at the president's table and provide enterprise-wide leadership. As this role evolves, we do find it imperative to the success of the leader serving in the role that they be a part of the senior leadership team and be given the authority and resources to enact substantive institutional change. As campuses continue to face social, cultural, and political challenges, the chief diversity officer, or the like, is all that more critical in affirming an institution's commitment to diversity, equity, and inclusion, effectively engaging internal and external stakeholders across the diversity spectrum, and ultimately promoting the college's success. Thus, we expect that this position will only continue to grow and that more and more institutions will be searching for inaugural chief diversity officers.

**How has Academic Search diversified its recruitment services to offer more than just executive search? How has the executive coaching and onboarding process grown?**

So much has changed since our founding, but the roots run deep. From the very beginning our team has been comprised of former leaders who bring deep knowledge, experience, and insight to our institutional partners. We have worked to help leaders be successful by helping them build teams through the practice of executive search. In more recent years, we were encouraged to consider how we might help leaders realize and optimize their potential through executive coaching, so in 2019, we launched the first Executive Coaching Practice solely for higher education leaders. We understand that supporting and sustaining talented leaders is as equally important as finding and placing talented leaders. We have seen extraordinary growth in the Executive Coaching Practice since its launch.

was our founding purpose, and delivering and evaluating inclusive, diverse slates of candidates to meet today's challenges has never been more important.

### Finding the Right Recruiter

Executive search firm **Odgers Berndtson** recently offered 10 questions to help judge if you have the right recruiter on your side or if it's time to start a search of your own.

1. *What is your reputation in the market?* How would clients and candidates describe your approach and conduct? "Leading executive search firms have a strong name and reputation that really helps in acquiring and securing candidates," says Michaël Mellink, senior partner in Odgers Berndtson's Amsterdam office and head of its life sciences practice. "Market knowledge and a strong network of contacts are advantageous in securing the best candidates – with an excellent network among board members [being] very valuable for the more senior positions."

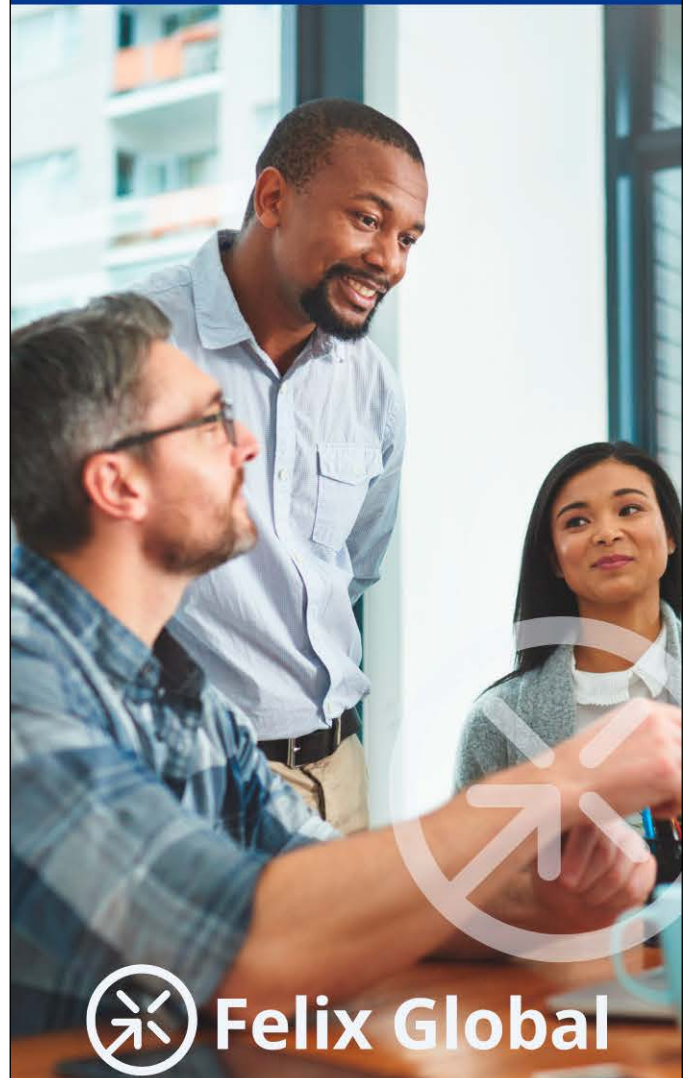
2. *What would an unsuccessful candidate say about their experience with the search firm?* Would they be happy to be approached by you again? "We ask ourselves this question at the end of every search," says Maneesh Ajmani, regional director EMEA at **Horton International**.

"Since we interact with senior executives for most of our searches, we believe each candidate is a potential client and deserves to be engaged in the same way, with the same level of attention and respect as our client. Our internal KPIs also capture feedback from the experience of candidates who went through the selection process with us. For us, every search is an opportunity to build successful and lasting relationships and we are always looking for happy clients."



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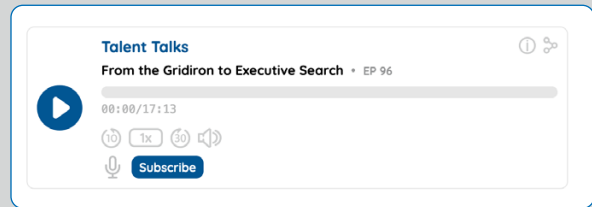
From the Gridiron to Executive Search



In this brand new episode of 'Talent Talks,' Rob Adams is joined by Bennie Fowler, vice president of business development at

Z3Talent. Mr. Fowler is a former wide receiver from the National Football League who has recently transitioned to a role in executive recruiting.

In this episode, Mr. Fowler shares how his experiences in the NFL set him up for success in a business focused on talent and leadership. Mr. Fowler also discusses some of the challenges he faced during his transition as well as his perspective on culture fit and how his NFL background helped to form this view. Listen Now!



3. *How international is the firm?* In which cities/territories do the recruiter have a presence and how consistent is its service across borders? Bernd Prasuhn, managing partner and chairman of the global board at **Ward Howell**, which has 33 global offices, says that all relevant executive search firms with multiple offices who have been around for more than 20 years should have no need to prove that they have the capabilities to conduct executive search projects.

“Sizing up a search firm boils down to sizing up the search consultant,” Mr. Prasuhn says. To deliver top-notch results the match between the consultant and the client is paramount, he says. “The match should cover seniority, international outlook, industry knowledge, understanding of functional requirements and understanding of the business case/strategy of the client organization.”

4. *What are your specialist areas, including functional role expertise?* Elizabeth Dahill, of *The Dahill*

## INSIGHT

### 10 Recruiting Trends from Around the Industry



Don't know about you but sometimes I dig deeply into one aspect of a subject and fail to see the broader implications. So, for this one I am looking at many different trends and many different industry sources. A broader look to make sure I see the field of play more clearly. Here are some interesting recruiting trends being reported:

**73% of managers plan to increase the use of freelancers.**

*Reported by: Upwork*

Managers are looking for lower risk and higher impact options. I know personally I have hired freelancers not so much to do the work of employees but rather to replace paid vendors that would do similar work for a substantial premium.

**86% of workers want to stay in a remote work environment.**

*Reported by: Upwork*

Remote is here to stay. Not all work is fit for remote work. Not all workers want to be remote. But the reports are that all of us that got a taste of remote work due to the pandemic want it to continue to be an option or at least part of the mix of options for work moving forward.

**70% of employers expect challenges attracting candidates in 2022/2023.**

*Reported by: Willis Towers Watson*

Not a surprise. Even as job openings will start to decline as the economy takes a turn toward a more conservative and less red hot setting, talent will be hard to attract. Many people have made moves, repositioning themselves during the pandemic.

**76% of job seekers say company diversity matters to them.**

*Reported by: Glassdoor*

Foosball and ping pong are not as high on the list as true DE&I efforts and results. While this might be a generational change driving awareness and concern for this topic, it will be a part of how companies are judged and evaluated as top-rated employers in the years ahead. Get busy, employers and recruiters. Find diverse talent!

**42% of employers are spending money to speed hiring.**

*Reported by: LinkedIn*

Technology sales are on the rise to support talent acquisition teams with ways to automate and speed the selection of new hires.

**15% of jobs are now remote jobs.**

*Reported by: LinkedIn*

Prior to the pandemic, about 1 in 70 jobs was a remote job. Now those numbers look more like 1 in 7 jobs is posted as remote or partially remote. A big impact on the talent pool available to employers and a real challenge for managers to onboard and manage remote employees.

**57% of employees are remote at least part-time.**

*Reported by: Upwork*

Wow! Employers have embraced the option and made it work for nearly two years now. Looks like everyone is getting settled into the new normal.

**250% more likely that a candidate will apply for a remote job.**

*Reported by: LinkedIn*

OK. Can you get "REMOTE" on the job advertisement. Looks like it matters! Of all the recruiting trends on the list, this one is perhaps the most impactful.

**61% of recruiters expect video interviews to become the norm.**

*Reported by: Jobvite*

Not only does video speed the process, it allows more people to participate in interviews at a time that is convenient. Flying to Boise is no longer a need. Hop on a Zoom instead of a plane.

**49% of job candidates have declined an offer due to the recruitment experience.**

*Reported by: PWC*

Treat people the way you would want to be treated. There are too many options out there for quality candidates. Be your best!

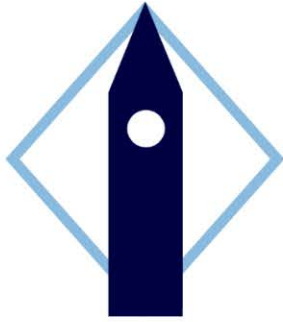
Source: NPAworldwide

Group in Denver, CO, says: "A search firm that specializes in your industry offers the knowledge and market intelligence to have access to talent through their relationships, connections and a thorough understanding of many industries and their challenges."

"Of course there are other factors to consider that include when selecting a search firm such as years of experience, references; both client and candidate,

and placement success. The right firm will have built a trusted reputation as an industry insider. Your search firm should be a consultative partner that clearly understands your operational challenges and be fully competent to represent you in the marketplace vying for top talent," she says.

5. *Can you explain your pricing structure?* Pricing is always a sensitive issue and relationships work best when there is transparency over costs/budgets



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on both sides. “The transitioning fee model is the fastest changing trend in recruiting and it highlights the importance of flexibility as we build long-lasting business relationships with our clients,” says Robin Levitt, president of Encino, CA-based **4D Executive Search**. “Flexibility has always been one of the most effective cornerstones of my practice. It’s the one thing that has allowed me to build client partnerships that span decades.”

“Today, our clients’ changing needs and non-traditional business structures have made catering to their specific preferences absolutely necessary to thrive in our industry,” she says. “To stay flexible, we currently offer contract, contract-to-hire, retained, partial-retained and hourly search solutions. There’s a gaping hole in the market for this.”

6. *What is the firm’s success rate with candidates?* Not just with placing them, but also with respect to how long they stay in the role. “Considering the investment a company makes when hiring an executive search partner, it is critical to ask the right questions to ensure they maximize their return,” says Jonathan Sarn, partner at *Kinsley Sarn*. “We suggest two additional questions: First: ‘How are candidates evaluated and ‘fit’ determined?’ A search partner must invest significant time researching and understanding all aspects of your values and culture, the needs and wants for the position, and the key traits of high potential employees within the company. This includes on-site visits, discussions with stakeholders, and interviews with key leaders. Second, ‘What, if any, support do you include after hire to ensure fit?’”

“At Kinsley Sarn, our process includes a three-step assimilation program that ensures the placed leader understands their key deliverables, transitions effectively into the company and culture and receives 360 feedback during their first year,” Mr. Sarn says.

“These two questions, plus making sure that the partner who is selling you the search is also the one assessing and delivering your candidates, deliver immediate value and long-term success.”

7. *What is your process for qualifying candidates?* “The ultimate “product” of search firms are fully qualified candidates,” says Gary Erickson, managing partner of **Executive Search Partners** in Sarasota, FL. “Here are the questions we would ask of a potential search partner: What experience do you have in recruiting candidates for this type of position? What experience do you have in our industry? What steps do you take to fully understand our requirements? What is your interview process?”

“When potential clients ask us these questions we tell them that Executive Search Partners is an IT focused search company founded and run by ex-CIOs,” Mr. Erickson says. “We use our extensive IT experience to help our clients fully develop their requirements. We then create a customized profile of our client’s ideal candidate and use this profile when we interview each candidate. Our IT experience enables us to fully explore a candidate’s IT background. And our clients like the results. We have been recognized by Forbes as one of the top recruiting companies in North American three times including 2020.”

8. *What does the firm do to address diversity and inclusion?* Check they have consistently delivered diverse shortlists. “Now is the time to make public what we have been driving as a firm globally,” says Krishnan Rajagopalan, president and CEO **Heidrick & Struggles**, in a recent edition of Executive Search Review dedicated to diversity and inclusion.

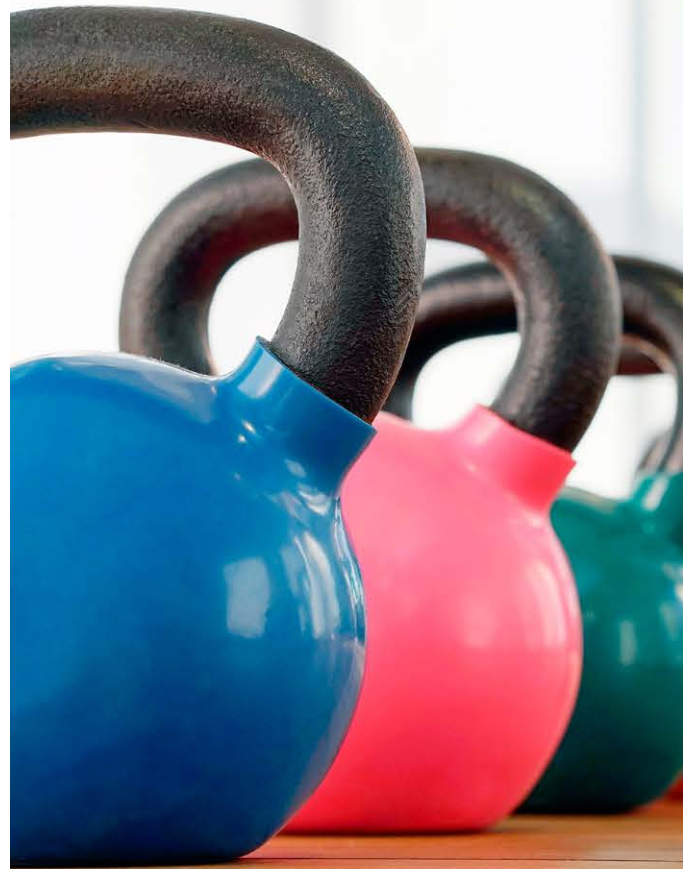
“Today, we are making a pledge to our clients, candidates and employees: We commit that a minimum of half of the initial board candidates presented to clients globally on an annual basis will be diverse. Our firm is committed to fostering a talent



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landscape as diverse as the world we live in to better serve our clients and represent our employees.”

9. *Are there any conflicts of interest or off-limits?*

Off-limits, of course, is an arrangement a search firm has with an organization in which it agrees not to approach any of that organization’s employees. “I regard it as crucial for a client to know who actually does the hands-on work,” explained Sabine Morant of **Morant Executive Search** in Switzerland. “Meaning the sourcing and approaching of potential candidates. Often the person who acquires a mandate is not the one who executes a search. Creating a need in passive candidates is key.”

“One condition is to fully understand and sell client’s needs in order to attract them and judge on the fit. I often get the feedback that seniority, knowledge and professionalism is what gained their trust and openness to talk,” Ms. Morant says. “The benefit of a small boutique firm is the seamless process and information flow. The one who is getting briefed is also approaching and interviewing the potential candidates. To read between the lines and transfer what clients and candidates really need is key to success.”

10. *What is the search firm’s audit feedback like?*

A good way of finding out if the search firm audits processes and performance at the conclusion of assignments, including candidate experience. Joanna Miller of **Miller Black Associates** says that “in selecting a search firm, be sure to ask two related questions: Who exactly is going to be responsible for the search, and what is that consultant’s work load? Many firms promote their team approach, which can lead to fuzzy accountability, and can be a smokescreen to hide the fact that it is actually the most junior member of the team who will be leading the search,” she says. “Especially in times of robust executive hiring, the consultant leading the search

can be handling as many as 10 or more searches.”

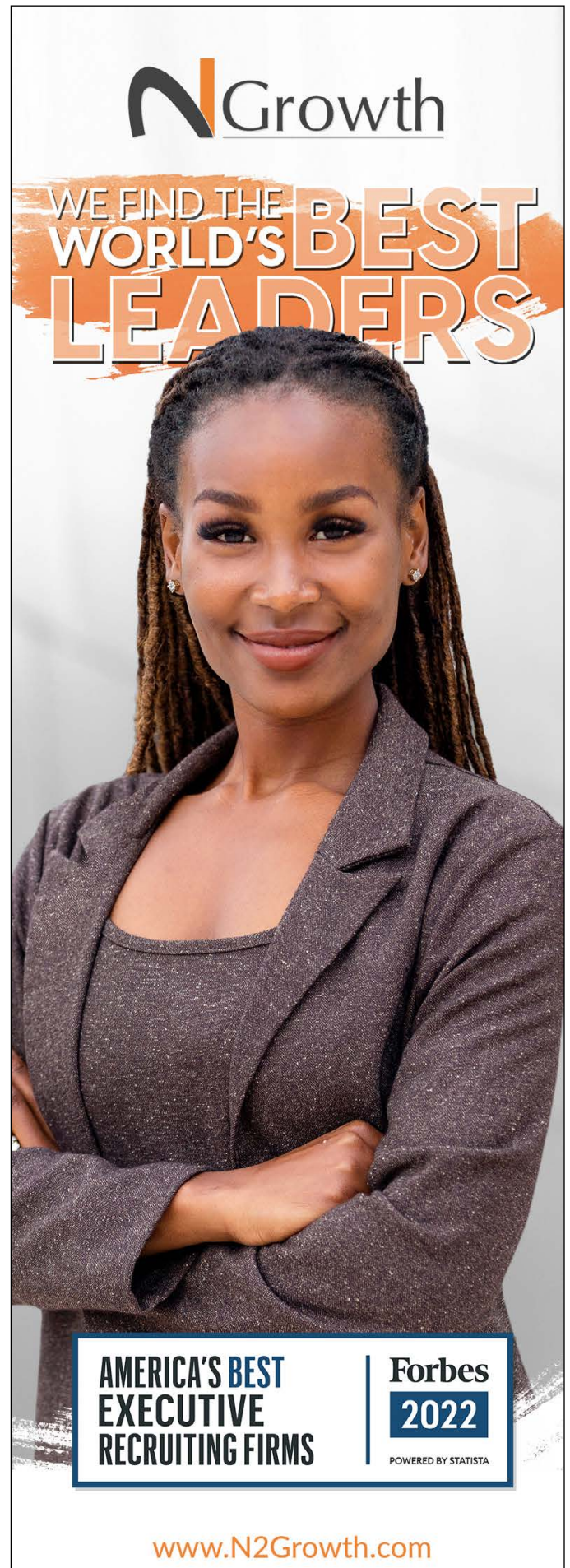
“If you do the math, that doesn’t leave many hours in the week to focus on each client’s search,” she says. “Similarly, if the firm brings a domain expert to the pitch, be sure to probe on exactly what that expert’s role will be in the execution of the search. Some firms are not set up to incent their domain experts to play a major role in a search brought in by another consultant. This is true as well for searches requiring collaboration among multiple offices. Make sure there is engagement and commitment from the players you need for the search to succeed.”

“These items outlined by Odgers Berndtson articulate well the starting point to qualify and evaluate a search partner,” says Heather Eddy, president and CEO of executive search and non-profit consulting firm **KEES (Kistner Eddy Executive Services)**.

“Additionally, in sizing up the true capabilities of potential search partners, you also want to check the ‘fit’ and not just the ‘skill’ (similar to when you evaluate candidates),” she says. “Does the search firm really know your business purpose and mission? Do they have a similar lived experience with similar clients? Do they understand your organizational culture, thereby accurately conveying that to the applicants and qualified candidates?”

“In the short run, if they treat you like a partner versus a client, you should know you’ve made the right choice,” Ms. Eddy says.

“Choosing a search firm is more about the individuals or team that will be assigned to the effort versus a particular brand,” says Matt Hamlin, managing director at **PierceGray** in Chicago. “Because executive search includes a hyper-personal element to the service, we recommend personally assessing the team that will be assigned to your search, and understanding the background/credentials of those



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individuals who will be managing your day-to-day search process and evaluating candidates. After establishing a relationship with the team, you will build trust throughout the course of the project, hopefully establishing a long-term relationship.”

Mr. Hamlin says that “when interviewing search professionals, consider confirming the following items: specific experience in relevant functions, role-levels, and company sizes. Consider the providers’ search experience as well as other relevant chapters

of their career. Also, consider the business case for your role – for example, are you looking to create a new function or lead a transformation? Look for a search provider that has supported similar business goals. Ask the search professional to provide a proposed strategy for the role. How would they approach the market? And lastly understand the full team structure that will be supporting the work. You want to see a team that provides both horsepower and real functional experience.”

# EXECUTIVE SEARCH FIRMS

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# 360 Leaders

## 360LEADERS

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**Firm Overview:** 360Leaders combines extensive organisational strategy and executive search experience to provide growth companies with the right structures, ways of working and people. They recognise that a deep understanding of growth plans and stage-specific priorities is pivotal to hiring the right leader. It is this ethos, combined with an unparalleled global network of experienced talent, that has enabled 360Leaders' long track-record of engaging and placing impactful leaders at growth businesses across the world.

**Industries Served:** SaaS, FinTech, MarketPlace, E-Commerce, Consumer and Digital Health

**Office Locations:** London, Stockholm, Oslo

# 3P Partners



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**Firm Overview:** 3P Partners is an industry leading food & agribusiness executive search firm. 3P Partners specializes in placing senior and middle-management for their global clients, including both Fortune 100 food & beverage manufacturers as well as large privately-held agricultural processors.

The majority of 3P Partners' search assignments are based in the United States, however, they also work in Australia, Canada, and Mexico. 3P Partners' primary focus is Food & Agribusiness c-level executives. They also work at a functional level within the following areas: finance, commercial development, plant management and engineering, supply chain and procurement, logistics and transportation, sales and marketing, commodity trading and merchandising, food safety and quality assurance, HR and compliance.

**Industries Served:** Food & Beverage Consumer Products, Agricultural Production, Logistics & Supply Chain

**Office Locations:** Davis, CA

# 4D Executive Search



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**Firm Overview:** 4D Executive Search is a national executive search firm that provides search and contract placement solutions, focused in the area of Human Resources, for Fortune 1000 to middle market and start-up companies.

4D Executive Search developed a cutting edge technology to assess a candidate's experience, knowledge, emotional intelligence, and essence. 4D Executive Search is revolutionizing the search field through conscious recruiting for conscious business.

Mastery™, their proprietary assessment, matches talent and organizational culture across several areas of development: including communication style, character, emotional intelligence, and other traditional measures. Their process provides an unparalleled level of alignment between a company and the talent 4D Executive Search places.

**Industries Served:** Human Resources, Diversity

**Office Locations:** Encino, CA

# 680 Partners



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**Firm Overview:** 680 Partners is a leading boutique executive search firm with an unparalleled track record of matching talented senior managers with technology, software, Internet and e-commerce companies. Since 1999, they have discovered and placed hundreds of senior management teams that have built many of the top technology companies over the past decade. These include companies such as SecurityScorecard, Chaos Search, Collectors Universe, Pearpop, Verusen, Elemental Cognition and the top five hedge fund in the world. They have also worked in partnership with many of the top venture capital and private equity firms, assisting them in building their portfolio company management teams.

**Industries Served:** E-Commerce, Engineering & Technology, Financial Services, General Management, Product, Sales & Marketing, Cybersecurity

**Office Locations:** New York & Miami

# Academic Career & Executive Search



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**Firm Overview:** Academic Career & Executive Search (ACES) brings a more precise, flexible search model for institutions seeking candidates. These approaches help institutions get precisely the right talent, faster, and at less expense.

Higher education is the sole practice of ACES. They source candidates in the most challenging and difficult to fill areas. The mission of ACES is to provide perfectly matched candidates to institutions in the least amount of time. Their methodologies are based on accuracy and efficiency which leads to pinpointing ideal candidates more quickly. Their research skills and extensive vetting practices find both active and passive candidates, ensuring they are qualified to succeed by examining their experience, background, qualifications, soft skills. Their flexible service levels were developed to provide institutions with affordable search options for every level and type of position.

**Industries Served:** Higher Education

**Office Locations:** West Hartford, CT

# Academic Search



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**Firm Overview:** For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that they provide the most value to partner institutions by combining best practices with their deep knowledge and experience. Academic Search's mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

**Industries Served:** Higher Education, Human Resources, Diversity, Non-Profit

**Office Locations:** Washington, D.C.

# accelHRate



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**Firm Overview:** Accelhrate is a retained executive search firm specializing in CHROs, CFOs and Boards enhanced through their exclusive alliance with National Association of Corporate Directors (NACD). They guarantee a diverse slate on every search.

**Industries Served:** All Industries, Including Technology, Financial Services, Industrial, Govcon/Public Sector, Consumer Products, Consumer Services, Life Sciences, Healthcare Services, Retail, Non-Profit, Business Services

**Office Locations:** Northern Virginia and Philadelphia

# Accur Recruiting Services



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**Firm Overview:** ACCUR Recruiting Services is a boutique executive search firm specialized in consumer industries (beauty, wine & spirits, watch & jewelry, food & beverage, tobacco, cannabis, hospitality). It was established in 2006 and now has offices in NYC, New Jersey and Miami, with additional consultants in Los Angeles, Buenos Aires and Bogotá. ACCUR Recruiting Services now focus on middle up to senior level positions, mostly for sales & business development, marketing, export, retail, finance, operations.

**Industries Served:** Beauty, Cannabis, Consumer Goods, Ecommerce & Digital, Food & Beverages, Hospitality & Leisure, Luxury Goods, Private Equity, Real Estate, Tobacco, Watch & Jewelry, Wine & Spirits

**Office Locations:** New York

# Acertitude



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**Firm Overview:** Acertitude is a reimagined executive search firm and leadership consultancy specialized in board, c-level, and senior executive search, executive assessment, and private equity pre-deal services. Taking extreme ownership of clients’ recruitment needs, the team delivers through close partnerships, intense speed, and intelligent insights. The firm’s global practices span the private equity, business services, consumer, energy, financial services, healthcare and life sciences, industrial, private equity, professional services, and technology sectors. To explore how Acertitude unleashes human potential, go to: [www.acertitude.com](http://www.acertitude.com).

**Industries Served:** Business Services, Consumer, Energy, Financial Services, Healthcare, Industrial, Life Sciences, Non-Profit, Private Equity, Professional Services, Technology, Telecommunications

**Office Locations:** Boston, London, Los Angeles, Miami, New York, Philadelphia, Providence, Raleigh, Shanghai, Washington D.C.

# AETHOS

**AETHOS** CONSULTING GROUP

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**Firm Overview:** AETHOS Consulting Group is a global hospitality advisory firm serving people-driven businesses (including the hotel, restaurant, casino, cruise line, club and travel sectors). They enhance value for their partner organisations via access, know-how and fresh thinking. Core competencies include executive search, compensation consulting, organisational development and psychometric assessments.

**Industries Served:** Lodging, Restaurants, Gaming & Entertainment, Cruise, Private Clubs, Travel Technology

**Office Locations:** Los Angeles, Las Vegas, Boulder, Philadelphia, New York, London

# Affinity Search



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**Firm Overview:** Founded in 1989, Affinity Executive Search has been recognized by Forbes as one of America's Best Search Firms and America's Best Recruiting Firms for every year the recognition has existed. They are a third-generation, family-owned business with over 2,000 affiliate recruiters who specialize in virtually every industry and profession.

Highly accomplished and respected within the recruiting industry, Affinity has been ranked in the top 2 globally by The Top Echelon Network (1000+ member agencies) every year since 2013 and has been ranked #1 by the NPAWorldwide Network (1500+ member agencies globally) as the top provider of talent.

Their recruiters provide talent for both executive and individual contributor roles at all levels of compensation, placing thousands of candidates in engineering, supply chain, human resources, finance, and other areas. Additionally, their senior recruiters utilize decades of experience to fill urgent searches, specialized roles, and those in the C-suite with speed and proficiency.

**Industries Served:** Information Technology, Software Development, Health Care, Financial Services, Manufacturing

**Office Locations:** Hollywood, FL

# AGB Search



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**Firm Overview:** AGB Search offers executive search, interim search, and compensation evaluation services exclusively for higher education institutions. Founded by the Association of Governing Boards of Universities and Colleges in 2010, AGB Search has an unmatched understanding of the qualifications critical for effective higher education leadership. Their affiliation with AGB ensures clients receive access to valued governance resources and training, in addition to AGB's highly-regarded search services.

AGB Search Executive Search Consultants have extensive experience in higher education search, and many have served in college and university leadership positions. They have a team of Associates and Research Associates who expertly manage the search and vetting process, and serves as critical support to the search professionals.

**Industries Served:** Higher Education, Presidents & Chancellors, Provost & Deans, Research Leadership, Administration Finance, Advancement & Foundations, Community College Leaders, Interim Appointments

**Office Locations:** Washington

# Agility Executive Search



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**Firm Overview:** Agility Executive Search is a boutique firm by design. This allows them to be nimble, searching with few off-limits. Agility Executive Search has developed a robust search process that is inclusive rather than exclusive. In every case, their searches are executed at the highest professional standards based on the Founder's twelve years with two of the largest search firms in the world. Since 2008, Agility has served companies of all sizes and top-tier private equity firms. They have a strong track record of recruiting the highest caliber directors to corporate boards. Authored the book "Time's Up: Why Boards Need to Get Diverse Now."

**Industries Served:** Generalist

**Office Locations:** New York

# Alder Koten



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**Firm Overview:** Alder Koten helps shape organizations through a combination of executive & board search, cultural & leadership assessment, and other talent advisory services.

**Industries Served:** Technology, Financial Services, Equipment & Industrial Products, Education & Non-Profit, Life Sciences, Consumer Markets, Communication & Marketing, Building Products, Automotive & Land Vehicles, Hospitality & Leisure

**Office Locations:** Houston (The Woodlands)

# Alexander Hughes



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**Firm Overview:** Founded in 1957, Alexander Hughes is an international Executive Search firm advising senior management on key talent acquisition supporting their firm's success: Executive and non-executive Directors, senior managers and recognized experts.

Managers by Alexander Hughes is the fully owned subsidiary specialized on the searches for key managers, specialists and high potential future leaders through the same quality search-only approach.

**Industries Served:** Consumer Markets, Utilities and Services, Financial Services Industry, Life Sciences, Professional Services, Technology, Media and Telecom, Clean Technology, Public/Non Profit/Education, Digital

**Office Locations:** Algeria, Australia, Austria, Belgium, Benin, Brazil, Bulgaria, Cameroon, Chile, Croatia, Czech Republic, Denmark, France, Germany, Greece, China, Hungary, India, Italy, Ivory Coast, Kenya, KSA, Lebanon, Luxembourg, Macedonia, Malaysia, Mexico, Morocco, Netherlands, Poland, Portugal, Romania, Russia, Senegal, Serbia, Singapore, Slovak republic, Slovenia, South Africa, Spain, Sweden, Switzerland, Togo, Tunisia, Turkey, UAE, United Kingdom

# Alexander Whitehead Executive Search



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**Firm Overview:** Alexander Whitehead Executive Search (Alexander Whitehead) is a boutique executive retained search firm providing advisory services to our clients in the areas of Board, C-Suite executive, and senior management search. Alexander Whitehead was established in March 2013 by Managing Partners Michael Alexander and Terry Whitehead who have a combined 30 years of search experience in the natural resource sectors. We specialize in the industrial space and have a deep understanding of the natural resources sector, specifically the mining, forestry, and manufacturing industries.

**Industries Served:** Forestry, Mining, Industrial Manufacturing, Renewable Energy

**Office Locations:** Vancouver, British Columbia and Calgary, Alberta (Canada)

# Alioth

# Alioth

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**Firm Overview:** Our clients are creating the most significant scientific breakthroughs of the 21st century. They can't afford to take a stale approach to executive hiring. That's where we come in. Alioth is the new standard for building exceptional teams and culture in the life sciences industry. We help our clients align talent with culture and culture with strategy.

Whether you're developing world-changing drugs or ushering in the next agrarian revolution, a data-informed understanding of your executive talent needs is key. It's the only way to build lasting teams that can make the impossible possible. That's why we have created Alioth Exploration, an AI-powered diagnostics platform that provides you with the insights you need to successfully hire and retain the most impactful executive talent for your organization — the transformational leaders who will help you create what's next.

We partner with biotechnology, pharmaceutical, medical device, diagnostics, informatics, and agtech companies of all stages.

**Industries Served:** Life Sciences, Technology

**Office Locations:** Austin, TX

# Alta Associates

Alta ASSOCIATES

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**Firm Overview:** Founded in 1986, Alta Associates, a part of Diversified Search Group, is the pioneer and preeminent executive search firm specializing in Cybersecurity, Risk Management, and Technology. As a 2021 Forbes America's Best Executive Recruiting Firm, Alta has a deeply trusted network of industry leaders and a tenured and focused search team with a successful track record of placing cyber and risk executives and the teams that support them.

With a shared mission and commitment to making a difference, in 2022, Alta Associates joined forces with Diversified Search Group, the largest woman-led and woman-founded executive search firm in the U.S., and consistently recognized by Forbes as a top 10 executive search firm in the nation.

Alta Associates | Diversified Search Group has a deeply trusted network of industry leaders and a tenured and focused search team with a successful track record of placing cyber and risk executives and the teams that support them.

**Industries Served:** Financial, Technology, Healthcare, Manufacturing/ Retail, Insurance, Utilities/Energy, Entertainment/Publishing, Pharmaceuticals

**Office Locations:** Flemington, NJ

# Ambit Search

# AMBIT

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**Firm Overview:** As Richter's executive search experts, they find the right leaders for your business, no matter the point in its lifecycle. Through their disciplined process, Richter's executive search helps find the best talent for your specific requirements. By focusing on strong, long-term relationships with clients and candidates, Richter's executive search team is committed to providing exemplary service to attract and retain exceptional talent.

**Industries Served:** Finance & Accounting, Operations, General Management, Human Resources

**Office Locations:** Toronto

# AMN Leadership Solutions



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**Firm Overview:** At AMN Healthcare, they know that talent is the most instrumental element in achieving quality patient experiences and positive organizational outcomes. As people who have served in healthcare leadership roles, they are a trusted and credible advisor. AMN knows that healthcare leadership is more than a job. It's a responsibility and a passion. It's a calling that has a higher purpose. It is their business to know, guide, and place the most passionate and innovative healthcare talent. AMN Leadership Solutions provides the full experience and resources of AMN Healthcare to meet the recruiting needs for exceptional leaders, physicians, and clinicians.

**Industries Served:** Healthcare/Life Sciences, Interim & Leadership, Physician & Advanced Practice, Executive & Physician Leadership, Recruitment Process Outsourcing

**Office Locations:** Hingham, MA

# Amrop Rosin



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**Firm Overview:** Introducing Amrop Rosin: a high-touch, authentic, deeply experienced search firm. Working as your true partner, together Amrop Rosin will secure an accomplished leader with impeccable credentials who will embody the values of your organization and drive future growth.

**Industries Served:** Consumer & Retail, Digital, Energy & Infrastructure, Financial Services, Industrial, Life Sciences, Professional Services, Real Estate, Mining

**Office Locations:** Toronto, Calgary, Vancouver

# Anthem Executive



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**Firm Overview:** Anthem Executive was formed in order to offer a new and exciting search perspective to their clients. Continuing a multi-decade tradition of their founders' service to clients across a cadre of business sectors, including higher education, health sciences, corporate and non-profit institutions, global software and technology, private equity, insurance, service and manufacturing, oil and gas, and others, the formalization of Anthem Executive was both timely and appropriate in order to better meet the needs of their clients.

**Industries Served:** Higher Education, Health Sciences and Healthcare, Non-profit, Government, Corporate, Global Software and Services and Technology, Private Equity, Insurance, Service and Manufacturing, Oil and Gas, EPC and Construction, Family Office, Hospitality and Retail

**Office Locations:** Houston, Alabama, Philadelphia, Atlanta, Florida

# APA Search

## APA Search

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**Firm Overview:** Founded in 1988, APA Search is widely recognized as the leading retained executive search firm, specializing in the global automotive and transportation-related industries.

Their automotive network is unparalleled. Collectively, their team has interviewed over 50,000 Aftermarket and O.E. professionals. APA Search attend every relevant trade show and maintain personal relationships that would only be found in a smaller, boutique search practice.

**Industries Served:** Global Automotive and Transportation-related Industries

**Office Locations:** New Canaan, CT

# Armstrong Craven



**ARMSTRONG  
CRAVEN**  
*people • intelligence*

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**Firm Overview:** To unlock business potential, the answer lies in people. Armstrong Craven's clients are some of the world's most influential and respected businesses.

Using their industry-focused specialists to identify and engage with key people in their sectors around the world, Armstrong Craven gains insight into their markets, organisations or individual motivations and aspirations. The result is bespoke talent research, fully attuned to your business and HR priorities.

**Industries Served:** Consumer, Financial Services, Private Equity, Healthcare, Life Sciences, Industrial & Engineering, Professional & Business Services, Technology, Media and Entertainment

**Office Locations:** London, Manchester, New York, Singapore, Geneva, Melbourne

# Artemis Canada



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**Firm Overview:** Artemis Canada works exclusively with growing technology companies in Canada and US, identifying, vetting and introducing uniquely experienced leaders to our start-up and scale-up partners. With decades of experience and extensive networks across North America's tech ecosystems, the Artemis team has partnered with some of the most promising and high impact tech companies, along with top VC and Private equity investors. We deliver an exceptional candidate experience, and bring a commitment to Diversity & Inclusion and Tech for Good to each engagement. Artemis Canada is also proud to be named among Canada's Top Growing Companies for 2021 and 2022.

**Industries Served:** SaaS, Hardware & Robotics, Cyber Technology, Infrastructure Technology, MedTech, FinTech, eCommerce.

**Office Locations:** Ontario, Toronto, Kitchener-Waterloo

# Asianet Consultants



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**Firm Overview:** Asianet Consultants, founded in 1988, is one of the region's longest established executive search companies with offices in Hong Kong, China, Japan, Korea, Singapore, Thailand and India. The Consultancy Division handles projects on China business start ups and Business Consulting.

**Industries Served:** Apparel & Luxury, Advanced Technology, Chemical, Environment Engineering, Manufacturing, IT & Telecommunications, Logistics, Medical Devices, Pharmaceuticals & Life Sciences, Universities & NGO, Sales & Marketing, Retail, FMCG Supply Chain, Leadership & Board Services, Finance & Human Resources, Talent Mapping

**Office Locations:** Hong Kong, China, Thailand

# Aspen Leadership Group



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**Firm Overview:** The landscape for philanthropy is changing, and at the same time, demands for fundraising revenue continue to increase. Aspen Leadership Group (ALG) supports exceptional careers in philanthropy, helping nonprofit leaders see the horizon and recruit, train, and inspire diverse, inclusive, and high-performing teams.

Their services for executive search and leadership consulting focus on building a team and a culture that enable an organization to engage all of its potential donors and volunteers and to raise the largest possible gifts. They empower nonprofit teams to change approaches and behaviors and drive unprecedented results.

**Industries Served:** Non-Profit Sectors, Non-Profit Philanthropy

**Office Locations:** Aspen, CO

# Atlantic Group



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**Firm Overview:** Atlantic Group, founded in 2006, is an industry leader in executive and professional search. Their goal has always been to provide thoughtful, targeted recruitment research, apply strong business ethics and combine it all with unmatched industry expertise. Atlantic Group's success is a result of these efforts and reflects how they differentiate themselves from the rest of the industry. All professionals that seek their services, clients or candidates, deserve nothing less than their very best efforts, attention and care. The best the industry has to offer.

**Industries Served:** Finance & Accounting, Information Technology, Quantitative Finance & Capital Markets, Healthcare, Administrative & Corporate Services, Real Estate & Construction, Short- & Long-Term Temporary Consulting Services as well as Outsourced Payroll Services

**Office Locations:** New York City, Stamford, Boston, Philadelphia, Blue Bell, Metropark, Chicago, London

# August Leadership



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**Firm Overview:** August Leadership was born from a belief that executive search could be better. Putting clients and candidates first. Focusing on relationships not transactions. They share ambition with their clients, candidates and partners. August Leadership's clients range from global multinationals to mid-size fast-growth organizations to pioneering start-ups. Whatever the company, whatever the challenge, August Leadership works in partnership to help them succeed. Many of their client relationships span decades. Diversity is at their core. August Leadership comes from many countries, backgrounds, and life journeys. They understand how to bring diversity to an organization.

**Industries Served:** DE&I Search & Consulting, Consumer, Industrial, Human Capital, Retail, Technology & Innovation, Education, Financial Services, Marketing, Advertising & Digital Transformation, Travel & Hospitality, Life Sciences, Board of Directors, Energy & Natural Resources, Professional Services, Private Equity, Non-Profit

**Office Locations:** New York, Boston, Toronto, Portland, Salt Lake City, Philadelphia, Dallas, Detroit, Mexico City, Calgary, Sydney, Riyadh, Nairobi, London, Munich, Prague, Hamburg, Berlin, Frankfurt, Dubai, Shanghai, Karachi, Lahore, Hong Kong, Seoul

# B.E. Smith



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**Firm Overview:** B.E. Smith specializes in Interim Leadership and Executive Search solutions. Their unique personalized methodology results in the successful placement of C-suite leaders, executives, and directors in finance, operations, nursing, and physician management. The proven process is supported by a pay-for-performance fee structure and one of the best guarantees in the industry. Since 1978, B.E. Smith has been supporting healthcare providers with continuous, innovative, and industry-leading executive leadership solutions. B.E. Smith leverages powerful partnerships with leading healthcare associations and organizations to help expand their recruitment network and reach.

**Industries Served:** Interim, Executive Search, Physician Executive Search, Pediatrics, Academics & Life Sciences, Post-Acute Care,

**Office Locations:** Lenexa, (KS) Hingham, (MA)

# BarkerGilmore LLC



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**Firm Overview:** BarkerGilmore is a boutique firm recognized by CEOs, boards, and executives as best-in-class legal and compliance executive search professionals and leadership consultants. With a team of advisors and recruiters spanning the United States, BarkerGilmore's client roster includes leading consumer, energy, financial, healthcare & life science, industrial, non-profit, private equity, and technology companies. Their niche concentration provides them unequalled access to a specialized network of talent. They have established relationships that allow them to identify and engage with the top legal and compliance professionals for any assignment. Client satisfaction, placement retention, and diversity remain their proudest measured metrics of search firm performance.

**Industries Served: Legal and Compliance,** Consumer, Energy, Financial Services, Healthcare & Life Sciences, Industrial, Technology, Non-Profit, Private Equity

**Office Locations:** Asheville, Atlanta, Boston, Chicago, Cincinnati, Cleveland, Dallas, Denver, Houston, Miami, New York, Philadelphia, Pittsburgh, Ridgefield, Rochester, San Antonio, San Diego, San Francisco, Toronto, Washington DC

# Barr Resources



**Barr Resources**

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**Firm Overview:** Barr Resources is an executive recruitment boutique specializing in the placement of C-level Human Resources Executives. The firm was founded as an alternative to the traditional executive search firm experience. By focusing on a small number of high-end engagements, Barr Resources has delivered outstanding results for clients in all major industry sectors and many leading global private equity firms.

**Industries Served:** Generalist

**Office Locations:** Wilmington, NC

# The Barton Partnership



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**Firm Overview:** The Barton Partnership is an award-winning executive recruitment firm providing permanent search and independent consulting services across all aspects of Strategy & M&A, Digital, Data & Analytics, ESG & Sustainability, and Transformation & Change. We have offices in London, New York, Chicago, Paris, Singapore, and Hong Kong. Our clients include FTSE listed and Fortune 500 companies across all sectors/industries; SMEs, Strategic, Innovation & Management Consulting firms (large and boutique), Public Sector, Global Financial Services, Private Equity and Venture Capital organizations.

**Industries Served:** Consumer Markets, Financial Services, Healthcare & Life Sciences, Industrials, Energy & Services, Private Equity, Professional Services, Technology, Media, Telecoms, Public Sector

**Office Locations:** London, New York, Chicago, Paris, Singapore, Hong Kong

# Bay Street Advisors



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**Firm Overview:** Bay Street Advisors is a specialist executive search and consultancy firm focused on the financial services industry. Each of the firm's 25 consultants and market intelligence specialists are dedicated to being the industry standard for providing human and intellectual capital in its industry. In achieving this objective, Bay Street Advisors pursues a model of true partnership with a select group of clients, in effect acting as an extension of their own businesses.

**Industries Served:** Global Markets

**Office Locations:** New York and London

# Beacon Talent Group

**Beacon.**

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**Firm Overview:** Beacon Talent Group is a boutique search firm that specializes in finding the right talent for management and leadership positions. Their subject matter expertise is in Human Resources, Marketing/Communications, Operations/General Management, Information Technology & Security.

**Industries Served:** Human Resources, Marketing/Communications, Operations/General Management, Information Technology & Security

**Office Locations:** Toronto, ON

# The Bedford Consulting Group



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**Firm Overview:** Founded in 1980, Bedford is the Canadian Partner of TRANSEARCH International, one of the Top 10 largest executive search firms in the world, with 60 offices in 40 countries. We take pride in being consistently recognized as the #1 Performing Office globally within TRANSEARCH International. In addition to our industry-leading expertise in executive search, Bedford provides clients with a full spectrum of talent strategy solutions including compensation surveys, culture strategy, executive integration, leadership assessment, organization design, succession planning, and talent scouting.

**Industries Served:** Automotive, Cable/Broadband, Consumer Package Goods, Consumer Products and Services, Construction, Fashion & Apparel, Financial Services, Food and Beverage, Home Products and Services, Hospitality, Industrial, Insurance, Legal, Life Sciences, Manufacturing, Natural Resources, Not For Profit, Office Products, Pharmaceuticals, Publishing, Real Estate, Retail, Supply Chain & Logistics, Technology, Telecom, Travel & Tourism, Utilities & Energy.

**Office Locations:** Toronto, Oakville, Vancouver, Boston

# Beecher Reagan



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**Firm Overview:** Beecher Reagan is the premier retained search firm for transformational leadership. We connect game-changing executive talent with firms seeking rapid growth and sustained results. We combine a formidable network of leaders with decades of quantitative behavioral data to connect the right talent with the right purpose in the right culture – maximizing the potential of the leaders and firms we serve.

We leverage decades of experience, data, and wisdom to guide and de-risk leadership talent selection and acceleration. All our searches are partner-led, providing unmatched access, influence, and connectivity to top leaders – opening new doors for our clients. Our comprehensive assessment and acceleration services protect investments in top talent. We are a team of connectors, laser focused on making an impact for our clients by investing in long-term relationships with both leaders and firms. Our team has deep expertise in the industries we serve, and the innovative mindset to drive transformational change. We value team members with a relentless focus on outcomes – for us and our clients.

**Industries Served:** Professional Services, Private Equity and Digital and Technology Services.

**Office Locations:** Houston, London

# Benchmark Executive Search



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**Firm Overview:** Benchmark helps keep America safe. Their partners have completed many hundreds of board, CEO, CXO and VP-level executive searches. they specialize in VC-backed and PE-backed innovative growth companies and a particular focus revolves around national security where they place VP Federal and VP/GM Public Sector leaders. Benchmark partners with the hottest tech companies and investors to recruit proven leaders to achieve 10 and 11-figure exits.

**Industries Served:** Cyber Security (F1000), National Security (Government Contractors), Tech Entrepreneurs & Investors

**Office Locations:** Washington D.C., New York City, Texas

# Berkhemer Clayton



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**Firm Overview:** In business since 1994, Berkhemer Clayton knows why the retained executive search process is so important to their client organizations. Every search is a unique engagement driven by the personality and culture of the organization, and the specific challenges of the role. Berkhemer Clayton has a long track record of successful senior-level searches for corporations, higher education, nonprofit, and healthcare organizations. They specialize in handling management-level executive searches in three practices: Communications & Marketing, Finance & Investor Relations, and Boards of Directors.

**Industries Served:** Higher Education, Financial Services, Non-Profit, Healthcare/Life Sciences

**Office Locations:** Los Angeles

# Bespoke Partners



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**Firm Overview:** Bespoke Partners is the leading firm focused exclusively on executive recruiting and leadership advisory services for private equity-backed software firms.

More than 90% of the most active private equity software investors in the US have relied on Bespoke for leadership recruiting and advisory.

Bespoke transformed leadership at portfolio companies achieving buyout transactions totaling more than \$25 billion in 2021 alone.

Bespoke's unique, data-driven services complete searches in typically half the industry average time with a 99% placement success rate.

The firm partners with more than 70 top tier private equity firms, providing human capital services that accelerate execution on value creation plans, cut the risk of mis-hiring, and empower leadership to achieve the investment thesis.

**Industries Served:** Private Equity, Software Companies

**Office Locations:** San Diego, Austin, Philadelphia

# BioQuest | Diversified Search Group

The BioQuest logo consists of the word "BioQuest" in white, sans-serif font, centered within a solid blue rectangular box.

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**Firm Overview:** BioQuest, a part of Diversified Search Group, is an integral part of a dynamic ecosystem of healthcare innovators with an extensive network and more than three decades of close collaboration with venture firms, corporate boards, and industry leaders. Seasoned consultants have held leadership positions in healthcare start-ups, global firms, and provider organizations.

BioQuest started one of the first specialty healthcare executive search firms in the U.S. and earned a reputation for understanding company cultures and exceeding clients' expectations with speed and insight. In 2016, BioQuest became a Diversified Search Group company.

**Industries Served:** Pharmaceutical, Biotechnology, Venture Capital, Medical Devices, Digital Health, Private Equity, Diagnostics, Research Institutions

**Office Locations:** San Francisco, CA; Los Angeles, CA; Boston, MA

# Blackwood Group



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**Firm Overview:** Blackwood Group helps their clients address their most fundamental business needs – advising on leadership and organisational effectiveness, and optimal talent planning and acquisition and development. They combine a deep understanding of sector, market, geography and function with a wealth of expertise in identifying the critical factors of success and impact. Blackwood Group challenges every opinion with evidence and every assertion with fact to help you reach informed and balanced decisions.

**Industries Served:** Consumer, Education, Financial Services, Healthcare, Industrial & Services, Real Assets, Technology, Media and Telecom

**Office Locations:** London, Manchester

# BLNelson Group



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**Firm Overview:** BLNelson Group LLC is a senior level executive-search firm that is powered by decades of C-level experience and a passion for becoming leaders in the executive recruiting industry by helping companies thrive and grow through the placement of exceptional executive and professional talent.

**Industries Served:** Accounting & Finance, C-Suite, Energy Sector, Consulting Services, Legal & Tax Services, M&A, Banking Services, Private Equity

**Office Locations:** Dallas

# Blue Rock Search



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**Firm Overview:** Blue Rock search is an MBE Certified, minority-owned executive search firm. As a member of the SRA network, they are also a Hunt Scanlon Top 10 global recruiting firm and a member of the Hunt Scanlon HR/Diversity Recruiting Power 65. Blue Rock Search specializes in the targeted identification, assessment, and placement of executives across four (4) distinct practice areas: Human Resources, Franchising, Customer Experience, and Higher Education. Blue Rock's processes, technology, tools, and search methodology are designed to flex to the unique needs of each of their highly valued clients.

**Industries Served:** Pharmaceutical and Biomedical, Franchise, Manufacturing, Technology, Retail, Financial and Professional Services, Higher Education

**Office Locations:** Sarasota Florida, Knoxville Tennessee, and Cleveland Ohio

# Bo Le Associates



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**Firm Overview:** Established since 1996, Bó Lè offers executive search and consulting expertise aligning with their clients' growing demand for talented human resources. Through talent search, identification, selection and referrals, Bó Lè helps to recruit top executives for your enterprise and offers complete solutions for defining and recruiting emerging new roles in the marketplace to all industries, including Industrial, Financial Services, Consumer, TMT, Health Care, Professional services and Real Estate.

**Industries Served:** Industrial & Manufacturing, Consumer Goods & Retail, Financial Services, Healthcare & Life Sciences, Real Estate, Integrated Digitalization, Internet & Technology, Professional Services, Corporate Functions

**Office Locations:** Beijing, Shanghai, Suzhou, Chengdu, Hongkong, Taipei, Jakarta

# BoardWalk Consulting



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**Firm Overview:** For over two decades, this national boutique has specialized in the recruitment of CEOs for impactful nonprofits and foundations. Clients in 33 states attest to their creativity, tenacity, and cultural sensitivity in pursuit of leadership, whether for an inaugural CEO or a successor to one with decades in the role. Finding leaders that matter for missions that matter® is not just part of what they do; it is all that they do.

**Industries Served:** Non Profit

**Office Locations:** Virtual

# Boston Search Group



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**Firm Overview:** Boston Search Group believes that to do really effective search you need to get business and headhunting. This isn't just generic business that many search industry generalists espouse. Rather, it's industry specific knowledge—of vertical industry sectors like SaaS software, the for-profit education industry sector, healthcare technology, business process-outsourcing sector, and the manufacturing and retail sectors.

**Industries Served:** Private Equity, Healthcare Services, IT, Education, Technology, Board of Directors, Venture Capital, Professional Services, Manufacturing & Consumer, Energy, Sciences

**Office Locations:** Boston, New York, San Francisco, London

# Bowdoin Group



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**Firm Overview:** The Bowdoin Group specializes in executive search, focused on placing change-makers and strategic leaders across the innovation economy while supporting additional growth through recruitment process outsourcing (RPO).

Our network covers the Health and Technology industries, placing disruptive leaders who are redefining the landscape of how we live and work.

Within the Health and Technology landscape, the firm's expertise in Digital Health, Software and Technology, FinTech, Biotech, and Diagnostics inform the service we provide for our clients and partners leading these industries. We continue to build lasting partnerships across the financial sector, building out portfolio companies for top-tier Private Equity and Venture Capital firms.

Through our work, The Bowdoin Group champions the entrepreneurial ecosystem and supports several non-profit organizations, including Life Science Cares and NEVCA.

**Industries Served:** Health, Software and Technology, Digital Health, Biotech, Diagnostics, Fintech, PE/VC

**Office Locations:** Boston, MA

# Bowerman Group



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**Firm Overview:** Since 2009, The Bowerman Group has successfully partnered with emerging and established global companies from the worlds of Men's and Women's RTW, accessories, watches, jewelry, home furnishings and beauty to consistently hire difference-making talent.

The Bowerman Group was founded with the mission of “filling in the white space” they recognized between transactional contingency firms in their niche and the retained power-players. They knew there was room for a more focused, client-centric, process-driven approach.

**Industries Served:** eCommerce, Marketing, Wholesale, Retail, Key Corporate Support, Luxury Products

**Office Locations:** Boston

# Boyden



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**Firm Overview:** Boyden is recognized as one of world's premier talent advisory and leadership solutions firms. They work with globally-oriented, growth, and emerging organizations providing executive search, interim management, and leadership consulting services. They are committed to collaborating with clients to discover the right leadership solutions that enable them to meet their business objectives.

**Industries Served:** Consumer Retail, Financial Services, Healthcare & Life Sciences, Industrial, Social Impact, Technology

**Office Locations:** Global

# Brainworks



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**Firm Overview:** BrainWorks has made a strategic commitment to serving leading private equity investors and their portfolio companies. They have developed a strong track record of partnering with investors to identify human capital strategies most critical to achieving their investment thesis, accelerating value creation, and positioning them for a strong exit.

**Industries Served:** Accounting and Finance, Analytics, Consumer Products, Technology, eCommerce & Digital Marketing, IT & Data Engineering, Human Resources, Private Equity, Sales & Marketing, Supply Chain

**Office Locations:** Warren, NJ

# Bridge Partners, LLC



Bridge  
Partners

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**Firm Overview:** Bridge Partners is a minority-owned executive search firm with unique expertise in leading an inclusive search process and attracting senior, diverse executives to leadership roles

Their clients include major corporations, non-profits, public sector, and entrepreneurial organizations across the US and around the world. What they have in common is a desire to adapt to a changing global market and diversify their leadership teams in order to reflect their employee base, as well as the constituents they serve.

**Industries Served:** Private Sector, Nonprofit Sector, Social Impact Organizations

**Office Locations:** New York, Boston, Chicago, Philadelphia, Washington D.C

# Bridgestreet Partners



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**Firm Overview:** BridgeStreet Partners counsels clients on recruiting and retaining outstanding and impactful leaders, and help them lower the risks associated with hiring senior executives. Its Managing Directors have been CFO's, CIO's, Partners in Consulting, and Sales and Marketing Executives. This strong operating and consulting expertise makes them uniquely qualified to ensure the executives they recruit possess the industry and functional skill sets as well as the organizational aptitude for success.

**Industries Served:** Generalist

**Office Locations:** Dallas, Palo Alto, New York, Los Angeles

# Broadview Talent Partners



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**Firm Overview:** BroadView Talent Partners is a national executive search firm dedicated to placing exceptionally talented leadership at in affordable housing agencies, non-profit organizations and associations, as well as middle market companies. They provide clients with an unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.

**Industries Served:** Affordable Housing, Community Development, Associations, and Social Enterprise Non-Profits Organizations; Middle Market Private Companies

**Office Locations:** Fairfield, CT and Columbus, OH

# BRYANT GROUP



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**Firm Overview:** Bryant Group is an executive search and leadership consulting firm, passionate about changing lives through great leadership. They specialize in higher education, healthcare and nonprofits with an emphasis on advancement leaders and other executives. The firm partners with clients in four core ways: Executive Search, Talent Development, Leadership Coaching and Interim Services.

**Industries Served:** Colleges/Universities, Cultural Arts, Faith Based, Foundations, Healthcare Systems, Higher Education, Hospitals, K-12, Non-Profits, Social Services

**Office Locations:** Alabama, Arizona, California, Florida, Kansas, Louisiana, Montana, Texas, Utah, and Washington

# Bryant Park Search



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**Firm Overview:** The primary focus of Bryant Park Search is to provide retained executive search services, and executive coaching, to companies in the retail and consumer sectors in the North American market. Within these sectors, Bryant Park's portfolio includes assignments for Board of Directors, CEOs and their direct reports across all functional areas.

**Industries Served:** Vertical Specialty Retail, Pure-Play e-Commerce, Omni-Channel, Lifestyle Brands, Off-Price Retailers, and Department Stores

**Office Locations:** New York, San Francisco

# Buffkin/Baker



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**Firm Overview:** Buffkin / Baker is a partner-led executive search firm focusing on Healthcare, Higher Education, Private Equity, Digital Transformation, Technology, Media & Telecom, and Non-Profit. As leaders in their respective fields, each partner has over a decade of retained search experience. Combined, the firm's partners have more than 175 years of search experience and more than 220 years of industry/operating experience. Buffkin / Baker is a member of Panorama, a global community of over 400 leadership experts working together to promote a diverse perspective of leadership, embracing creative thinking, and sharing our expertise and experience to bring our clients the very best results.

**Industries Served:** Healthcare, Digital Transformation, Non-Profit, Higher Education, Private Equity, Technology, Media & Telecom

**Office Locations:** Cambridge, Charlotte, Dallas, Los Angeles, Nashville, New York, and Winston-Salem

# Caldwell



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**Firm Overview:** Caldwell is a technology-powered talent acquisition firm specializing in recruitment at all levels. Through two distinct brands – Caldwell and IQTalent– the firm leverages the latest innovations in AI to offer an integrated spectrum of services delivered by teams with deep knowledge in their respective areas. Services include candidate research and sourcing through to full recruitment at the professional, executive and board levels, as well as a suite of talent strategy and assessment tools that can help clients hire the right people, then manage and inspire them to achieve maximum business results.

Caldwell’s progressive approach to talent acquisition combines innovative technology with outcome-oriented service and high-level expertise to provide clients with the scale and speed they need to win. That’s why they have been a trusted recruitment partner for over 50 years, boasting a world-class NPS score.

**Industries Served:** Financial Services; Industrial; Insurance; Technology; Private Equity & Venture Capital; Business & Professional Services; Consumer, Retail & e-commerce; Life Sciences & Health Care; Academic, Non-Profit, Social Enterprise & Culture; and Consumer & Commercial Banking

**Office Locations:** Annapolis, Atlanta, Calgary, Charleston, Chicago, Dallas, Houston, London, Los Angeles, Nashville, New York, Philadelphia, Richmond, San Francisco, Stamford, Toronto, Vancouver, Washington, DC, Zurich

# Caliber Associates



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**Website:** [www.caliberassociates.com](http://www.caliberassociates.com)

**Firm Overview:** Caliber Associates is a premier boutique firm comprised of a select group of highly experienced search professionals and biopharmaceutical executives focused exclusively in the life sciences sector. Caliber Associates conducts C-level, Board of Director, and strategic functional searches for biopharmaceutical companies, medical device, and diagnostic companies. Now in its 4th decade, Caliber Associates has completed in excess of 800 searches with leading biopharmaceutical companies.

**Industries Served:** Life Sciences

**Office Locations:** San Diego, Atlanta

# Calibre One



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**Firm Overview:** Calibre One supports businesses in the technology, digital health, life sciences, and financial services sectors. They are the only boutique search firm with a truly transatlantic presence. Calibre One is small enough to provide the high-touch, partner-led service unique to a boutique, but as a well-established global firm they are also experts at helping companies grow beyond their domestic markets and access talent across the world.

**Industries Served:** Software, Internet, Financial Services, Digital, Health & Healthtech, Media, Communications, Life Sciences, Mobile, Devices, Business Services, Clean Technology, Financial Technology

**Office Locations:** London, San Francisco, New York, Los Angeles, Chicago, San Diego

# Came Sweeney

CAME | SWEENEY

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**Phone:** (847) 441 4164

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**Firm Overview:** Came | Sweeney is distinguished by five distinctive characteristics: industry focus, hands-on approach, a responsive process, no blockage and unparalleled resources that give clients the best opportunity for securing high performing executives for their management team.

**Industries Served:** Healthcare and Biosciences, Industrial, Consumer Products and Services Information, Technology, E-Commerce and Digital Media, Business and Financial Services, Higher Education, Non-Profit

**Office Locations:** Northfield, IL

# CannabizTeam



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**Firm Overview:** **CannabizTeam** is the premier Executive Search and Staffing firm in North America focused exclusively on the cannabis industry. Our team is led by Founder and CEO Liesl Bernard, a respected industry leader with over 20 years of global executive search and recruitment experience with Robert Half.

We are proud of our hard-earned reputation as the industry's largest and best executive search and staffing firm, known specifically for:

- Quality of C suite placements
- Speed to market
- Exclusive focus on the cannabis industry
- Close collaboration with our clients

Since 2018 our CannabizTemp division has filled thousands of Temp and Consulting roles in all verticals of cannabis including Cultivation, Extraction, Testing Labs, Manufacturing, Distribution, Retail, Compliance, Accounting and Finance, Sales and Marketing, Legal and IT.

**Industries Served:** Cannabis

**Office Locations:** Baltimore, Chicago, Dallas, Los Angeles, San Diego, Phoenix, Santa Rosa

# Capitus Associates



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**Firm Overview:** Founded in 2016, Capitus Associates is an experienced team of dedicated search consultants who have successfully served a broad spectrum of financial services clients, including banks, securities firms, asset and wealth management firms, hedge funds, private equity and venture capital firms, real estate firms, insurance companies, specialty finance companies, and a variety of diversified financial services organizations, including financial technology and business services firms.

**Industries Served:** Financial Services

**Office Locations:** New York

# Career Partners international



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**Firm Overview:** Career Partners International (CPI) serves thousands of clients, making it one of the leading consultancies in the world. With more than 300 locations, Career Partners International is a leading provider of Outplacement, Career Management, Executive Coaching and Leadership Development Services. Employers around the world trust their local market experts to provide the best possible outcomes for employees.

**Industries Served:** Generalist

**Office Locations:** Offices in United States, Canada, Europe EMEA, Latin America, Asia Pacific

# Carney, Sandoe & Associates



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**Firm Overview:** Since its founding in 1977, Carney, Sandoe & Associates has supported thousands of educational organizations in their searches for excellent leaders, senior administrators, faculty, and staff. We continually expand our network through our varied search practices, professional development offerings, and consulting work. We are deeply invested in the mission, community, and culture of the educational organizations we serve.

**Industries Served:** Primary, Secondary, and Higher Education

**Office Locations:** Boston

# Carrington & Carrington LTD



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**Phone:** (312) 606-0015

**Website:** [www.carringtonandcarrington.com](http://www.carringtonandcarrington.com)

**Firm Overview:** For over 40 years, Carrington & Carrington, Ltd. has focused its executive search practice around diversity and has placed quality candidates for middle management and senior-level executive positions across various industries and functional areas. They are specialists in the recruitment and placement of African Americans, LatinX, Women, LGBTQ, and other diverse professionals. As one of the oldest African American owned executive search firms in the U.S., they take pride in helping clients retain the most qualified, progressive and talented leaders in the market today.

**Industries Served:** Human Resources, Diversity, Educational Institution & Higher Education, Executive Leadership, Healthcare, Technology

**Office Locations:** Chicago

# CarterBaldwin Executive Search



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**Firm Overview:** CarterBaldwin is a retained executive search firm that partners with businesses and organizations to build exceptional leadership teams. For more than two decades, they have played a pivotal role in transforming the leadership and landscape for clients, impacting the future of their organizations for years to come.

Since their inception in 2001 as a corporate firm, CarterBaldwin has expanded their client portfolio to include nonprofit and academic sectors, serving both domestic and international clients. Despite their growth, they remain intentional about their “small” size, choosing to focus on delivering great search outcomes with the right balance of partner involvement, recruitment, and research support.

With more than 2,000 completed searches and more than 125 years of combined executive search experience, CarterBaldwin’s partners lead a highly engineered search process that is collaborative, tested, and effective. This meticulous approach enables them to deeply understand each client’s needs and creates a seamless partnership for every search endeavor.

**Industries Served:** Consumer & Retail, Distributions & Logistics, Education, Energy & Infrastructure, Industrial, NonProfit, Private Equity, Business Services, Technology

**Office Locations:** Atlanta, Washington DC

# Catalyst Advisors

## CATALYST ADVISORS

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**Firm Overview:** Catalyst Advisors is an international executive recruitment and advisory firm with offices in the U.S. and Europe. They are a purposeful mix of seasoned recruiters and category experts who are singularly focused on connecting visionary leaders with life sciences organizations. They are designed to work collaboratively – not competitively – to help organizations at the forefront of life-changing medical and scientific discoveries build impactful boardrooms and executive teams. They are advisors in the truest sense of the word, and the cornerstone of their success is their white-glove approach, their respect for the collective wisdom of their team and their deep belief in the power of science to change the world.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** New York, Los Angeles, London, Boston

# Cejka Search



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**Firm Overview:** Established more than 40 years ago, Cejka Search is recognized as a leading healthcare executive search firm in the country. The firm has a national reputation for placing C-Suite executives with America's top healthcare organizations, while maintaining the flexibility and high-touch service to meet the unique needs of each client.

**Industries Served:** Healthcare/Academic Medicine Leadership

**Office Locations:** Saint Louis

# ChampionScott Partners



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**Firm Overview:** ChampionScott Partners (CSP) is a leading retained executive search firm specializing in delivering leadership solutions for technology-enabled companies, globally. CSP differentiates themselves by focusing the full scope of their Partners' global operating experience (Public & Private Equity sponsored), extensive international networks and proven expertise recruiting world-class talent on their clients.

**Industries Served:** Technology and Tech-enabled PE sponsored and Public growth businesses including B2B, SaaS, IoT, EdTech, FinTech, Healthcare Services and enterprise transformation

**Office Locations:** Global

# Chapel Hill Solutions



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**Firm Overview:** Chapel Hill Solutions works as an extension of its client's talent acquisition team. They work in three ways: Retained Search, Recruitment Process Outsourcing, and Talent Mapping & Pipelining. As a talent acquisition firm with an almost 30-year history, they provide a detailed, robust, and trusted approach to talent acquisition.

**Industries Served:** Private Equity & Venture Capital, Consulting, Healthcare, Pharmaceuticals, Finance, Academics, Accounting, Information Technology, Biotechnology, Clinical Research

**Office Locations:** Raleigh, NC

# ChapmanCG



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**Firm Overview:** ChapmanCG expertly matches the best HR minds in the world with opportunities at the leading companies of today and tomorrow. ChapmanCG combines a rigorous executive search process with an unparalleled global HR network. Their deep understanding of the HR profession and market nuances empowers them to identify and secure the best fit for the organisation and the HR leader.

**Industries Served:** Human Resources, Diversity

**Office Locations:** Offices in Americas, Asia Pacific, Europe, Middle East & Africa

# Charles Aris



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**Firm Overview:** Charles Aris Executive Search is organized into seven recruiting practices that each specialize in finding candidates based on a specific job function. Within these functional practices, the team also offers expertise in finding top talent within nine different industries. Headquartered in North Carolina, this firm serves as the United States representative for the global executive search network, InterSearch, and works with organizations ranging from Fortune 500s to startups.

**Industries Served:** Agriculture; business and consumer services; chemicals and plastics; consumer and retail; financial services; healthcare and life sciences; industrial manufacturing; private equity and asset management; technology

**Office Locations:** Greensboro, N.C. and Washington, D.C.

# Chartwell Partners

## ChartwellPartners

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**Firm Overview:** Chartwell Partners is a retained Executive Search and Leadership Advisory firm focused on identifying and recruiting senior executives and Board members for clients across the Biopharmaceutical, Financial Services, Healthcare Services and Real Estate market segments. In addition, the firm provides dedicated leadership development and assessment offerings to clients across multiple industries

**Industries Served:** Biopharmaceuticals, Financial Services, Healthcare Services, Real Estate

**Office Locations:** Dallas, TX, Philadelphia, PA

# Chasm Partners



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**Website:** [www.chasmpartners.com](http://www.chasmpartners.com)

**Firm Overview:** Chasm Partners is a retained executive search firm and talent development organization exclusively focused on healthcare, leveraging proprietary search processes and economic models to drive results for their clients.

**Industries Served:** Healthcare

**Office Locations:** Rowayton, CT

# Christopher Group



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**Firm Overview:** The Christopher Group (TCG) is the nation's leading specialized boutique for Agile HR Diversity & Business Solutions, providing Targeted HR Executive Search, Interim HR Leaders, and HR Consulting Services. Staffed by former HR professionals and highly trained search practitioners who have sat in the job(s), TCG's award-winning process, the Christopher Recruiting System, provides a customized proprietary "4 Point" Assessment solution for clients across all industries, locations, company sizes, and verticals.

**Industries Served:** All, Specialty: Human Resources, Diversity

**Office Locations:** Tampa, Sarasota (FL), Cleveland/Willoughby (OH), Indianapolis, (IN), Grand Forks, (ND)

# CIO Partners



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**Firm Overview:** CIO Partners is 100% focused in technology leadership searches across all industries and corporate sizes, from startups to Fortune 100 organizations. Founded by a former CIO, we are uniquely positioned to provide access to exceptional, aligned technology leaders for our client partners.

**Industries Served:** Generalist

**Office Locations:** Atlanta

# Clark Partnership

## TheClarkPartnership

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**Firm Overview:** The Clark Partnership is a premier specialist retained search firm. They are defined by the success of others: by bringing unique senior leadership talent and great companies together. This is the story.

For more than 23 years they've launched, led and completed searches to find experienced leadership who transform cultures, inspire teams and drive growth. Trust is the catalyst. World-class public and private tech companies, major growth equity investment funds and their portfolio companies trust The Clark Partnership to deliver.

**Industries Served:** Financial Services, Cyber Technology, Private Tech Companies, Private Equity

**Office Locations:** Monaco

# Cognitive Talent Partners



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**Firm Overview:** Cognitive Talent Partners LLP is the next level in creating a deep domain global talent acquisition practice. Committed towards creating a global partnership with a client centric and diversity focus, they focus on aligning your core Business Strategy with Talent Acquisition. Agile and innovative, they build partnerships with Boards, Promoters, Investors and Leadership to create transformative, entrepreneurial and culturally quick assimilating winning teams.

**Industries Served:** Financial Services, Technology, Shared Services, Consumer & Retail, Infrastructure, Private Equity & Talent Acquisition for Portfolio Companies, DE&I, Digital, Technology, Social, Mobile, Analytics. Digital Assets

**Office Locations:** Gurgaon, New York, Dallas

# College Sports Solutions



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**Firm Overview:** College Sports Solutions (CSS) is a leading full-service and integrated provider of collegiate athletic consulting, strategies and solutions to universities, intercollegiate conferences, and collegiate organizations. Areas of service include executive search services, comprehensive assessments and evaluations of collegiate athletic departments, including organization, staffing, operations, facilities, risk management, compliance, investigations and infractions, academics, fundraising, priority seating, student-athlete welfare and experience, Title IX/gender equity, strategic branding, marketing, public relations, crisis and media management, speech and website and social media review, recommendations and implementation.

**Industries Served:** Collegiate Athletics

**Office Locations:** Atlanta

# Collins Executive Search



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**Firm Overview:** We recruit accomplished and future leaders for investment management firms and their portfolio companies, as well as start-ups and industry veterans. Our search process is grounded in diligence and we always operate with transparency and integrity.

**Industries Served:** Financial Services, Private Equity, Venture Capital, Asset Management, Corporate Development

**Office Locations:** Toronto

# Comhar Partners



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**Firm Overview:** The team at Comhar Partners is a recognized national leader in retained executive search, professional recruiting and talent advisory services. Comhar, derived from the Gaelic word meaning “collaboration,” was formed with the intention of providing recruiting expertise in deep partnership with the client in order to solve talent management challenges. Looking to differentiate themselves as collaborative, flexible and transparent.

**Industries Served:** Consumer Products and Services, Sports Management, Higher Education, Non-Profit, Financial Services, Healthcare, Life Sciences, Industrial, Private Equity, Professional Services, Technology

**Office Locations:** Chicago, Atlanta, New York, San Francisco, South Florida

# Cook Silverman Search



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**Firm Overview:** Cook Silverman Search (Cook Silverman) is a retained search firm focused on senior executive positions for nonprofit organizations. Their client base represents a broad range of organizations, including independent schools, universities, conservation and environmental organizations, health care, social service, social justice, museums, science, animal welfare, faith-based organizations, and the arts. Industries Served: Cultural Arts, Education, Social Service, Animal Welfare, Environmental, Foundations, Non-Profits

**Industries Served:** Associations, Consumer Services, Cultural Arts, Faith Based, Foundations, Non-Profits

**Office Locations:** San Francisco Bay Area, CA

# Cooper Coleman



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**Firm Overview:** Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. They move organizations forward by placing the right leaders in the right roles at the right time, and they help to strengthen management and fundraising capacity to amplify their mission and impact.

**Industries Served:** Non Profit Organizations, Higher Education, Research & Academic Institutions, Foundations

**Office Locations:** Chicago, Cincinnati, New York, San Francisco

# Coors Leadership



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**Firm Overview:** Founded in 1999 by Cheryl Coors, COORS Leadership Capital is a retained, certified woman-owned small business specializing in consulting and executive search services tailored to the distinct needs of their clients. Their proven processes are designed to enhance executive leadership, physician alignment, communication, and organizational effectiveness.

**Industries Served:** Hospital & Health Systems, Academia & Higher Education, Physician Groups

**Office Locations:** Charlotte (NC), Washington D.C.

# Cornerstone International Group



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**Firm Overview:** Cornerstone International Group was founded in 1989 and is a recognized HR partner by Forbes and Hunt Scanlon and an accredited global member of the Association of Executive Search and Leadership Consultants (AESC). With sixty offices in 40 countries, we enable our clients to succeed locally and grow worldwide. Strategic Talent Acquisitions, Coaching Managers to Leaders, and Career Transition Supports are the three critical business solutions we provide.

**Industries Served:** Industrial, Fintech, LS&H, Consumer

**Office Locations:** Global

# Cornerstone Search



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**Firm Overview:** Cornerstone has been named among the top 50 executive search firms in America 3 years in a row by Forbes Magazine and Ranked #11 in 2022 - The highest ranking solo firm on the list, Since 1996 Cornerstone has focused on Making Executives shine. We are laser focused on the helping pre-ipo software companies build out their sales teams. From the first sales hires and sales engineer to their first Sales leaders as well as helping companies land Board advisors and Venture capital. In addition we have helped many of our clients land Board advisors and Venture capital or even invest capital ourselves.

**Industries Served:** Software Companies, Venture Capital

**Office Locations:** Newport (RI), Medfield (MA)

# Corsica Partners



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**Firm Overview:** Corsica Partners is a global executive search, recruitment process outsourcing (RPO) and growth advisory firm, founded in 2006 on the premise that there is no substitute for actual operating experience when it comes to effectively serving clients. Corsica Partners serves global, leading private equity firms, portfolio companies and recognized F500 brands to recruit exceptional talent, evaluate and develop high-potential individuals and scale growth companies effectively and efficiently. Their search expertise extends from the boardroom to the back office, encompassing critical roles in the C-Suite to building and scaling across business functions, including sales, marketing, finance, human resources, engineering and product teams.

**Industries Served:** Cyber Technology, Technology, Consumer & Workplace Solutions, Software Companies, Health Technology, Semiconductor, Blockchain, Healthcare IT & BioTech

**Office Locations:** Sarasota (FL), Boston

# Coulter Partners

**Coulter:Partners**

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**Firm Overview:** Coulter Partners is an executive search and leadership development firm working to build a better future. As advisors and consultants to companies at the cutting edge of Life Sciences, Health and Technology, we are united by our mission to build teams that change the world. Operating uniquely as one global team, we have honed our expertise, platform and data for over two decades, working across three continents, and in 40 countries. Applying what we learn through our work with boards, leadership teams and investors in the world's most innovative companies, we bring together and develop the right people at the right time to propel them to achieve their worthwhile goals.

**Industries Served:** Healthcare, Life Sciences, Technology

**Office Locations:** London, Cambridge MA, Singapore, Basel, Brussels, Frankfurt, Lyngby, Los Angeles CA, Melbourne, Milan, Paris, Pittsburgh PA, Short Hills NJ, Zurich

# Cowen Partners Executive Search



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**Firm Overview:** Cowen Partners is the nation's executive search firm, enabling companies to harness the power of human capital to fuel their success. Cowen Partners gives their clients access to the top one percent of human capital to create opportunities that accelerate their growth and market share. With Cowen Partners, clients can grow at scale, create value, and drive results with world class talent.

**Industries Served:** Technology, Healthcare, Real Estate, Manufacturing, Retail, Financial Services, Private Equity, Consumer Goods

**Office Locations:** Lake Oswego, OR

# Crenshaw Associates



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**Firm Overview:** Crenshaw is the market leader for premier level support for senior executives. Their specialties include integration, development, succession readiness, transition and outplacement. Crenshaw excels in supporting Directors, C-Level, divisional and functional leaders, and has served public, private, private equity and venture capital companies since 1982.

**Industries Served:** Life Sciences, Health and Technology

**Office Locations:** New York

# Cripps Sears & Partners



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**Firm Overview:** Cripps Sears has the practical solutions to enhance the value of their clients. Alongside their 45-year executive search history, they offer Strategic Leadership Advisory services including personal counsel, assessment and remuneration.

**Industries Served:** Industrial, Digital, Technology, Energy, Renewable & Clean Technology, Metals & Mining, Transportation, Infrastructure, Private Equity, Chemicals, Agriculture, Commodities, Industrial Services, Manufacturing & Processing, Aerospace, Defence

**Office Locations:** London, Houston, Middle East, Paris, Lagos

# CrossdalePaul LLC



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**Firm Overview:** Crossdale Paul is a boutique legal recruiting firm founded by two Harvard Law School graduates. They place senior and mid-level attorneys and compliance professionals across all areas of expertise, including General Counsel, Deputy General Counsel, Associate General Counsel and Assistant General Counsel in-house roles, and Partner, Counsel and Associate law firm roles.

**Industries Served:** Legal Services

**Office Locations:** New York

# CyberSN



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**Firm Overview:** CyberSN defined the 45 Cybersecurity Job Categories, widely recognized as the standard in the industry. Numerous companies have adopted these job categories as their organizational standard. Their customers use this common language taxonomy for their internal cybersecurity team's job roles and performance reviews.

**Industries Served:** Cybersecurity

**Office Locations:** Boston

# Dartmouth Partners

**DARTMOUTH**

**Key Contact:** Logan Naidu, CEO & Founder  
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**Firm Overview:** With a unique “Classroom to Boardroom” business model, Dartmouth is a multi-award-winning recruitment company. From fast-growing start-ups to PE-backed businesses, FTSE 250, and S&P 500 firms, we partner with ambitious businesses to help them identify exceptional talent from school-leavers and graduates, all the way up to the C-suite. Long-term thinking is hard-wired into our DNA. We support our candidates through their career journey and assist our clients in finding their most valuable asset - you.

**Industries Served:** Advisory, CFO & Finance, Change & Transformation, Consulting, Credit, Early Careers, Equities, Human Resources, Infrastructure, Investor Relations & Distribution, Private Equity, Strategy & Corporate Development

**Office Locations:** SLondon, Frankfurt, Paris, New York

# Daversa Partners

**daversa partners**

RARE TO BE LEGENDARY

**Key Contact:** Paul Daversa, Founder, CEO

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**Phone:**

**Website:** www.daversapartners.com

**Firm Overview:** For three decades, Daversa Partners has built the leading management teams across the most disruptive companies of this generation, focused on serving the founder and funder community. Having worked alongside VC and PE firms like Andreessen Horowitz, Founders Fund, Bling Capital, Sequoia Capital, Lightspeed Ventures, Accel, Bessemer, TPG, KKR, and Blackstone, Daversa Partners has had the privilege to build over 10,000 tech companies, all of which hold a shared vision: push the throttle of innovation.

The company today is an important strategic partner that moves top executives into startup and growth-oriented companies, and has worked with the founders of Twitter, Airbnb, Square, One Medical, Instacart, DoorDash, NuBank, Beyond Meat, Coinbase, Bored Ape, and Yacht Club, amongst others.

**Industries Served:** Hypergrowth, Technology and Venture Backed Companies

**Office Locations:** San Francisco, Los Angeles, New York, London, Connecticut, Miami, Boston, Orlando

# David Aplin Group



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**Firm Overview:** David Aplin Group has been recruiting to fulfill talent demands for businesses across Canada for over 40 years. As one of Canada's Best Managed Companies, David Aplin Group has opened doors to opportunities for thousands of professionals and employers, advancing careers, growing teams, and changing lives.

**Industries Served:** Accounting, Engineering & Technical, Finance, Information Technology, Human Resources, Professional Services, Defence, Aerospace, Executive Search, Forestry, Healthcare, Legal Professions, Office Professions, Sales & Marketing, Supply Chain & Operations

**Office Locations:** Vancouver, Calgary, Edmonton, Saskatoon, Regina, Winnipeg, Ottawa, Toronto, Halifax

# De Forest Search



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**Firm Overview:** De Forest Search has over 25 years of experience connecting you with in-demand talent. Backed by the power of Sanford Rose, one of the Top 10 Executive Search Firms in the US, they excel in challenging, critical and confidential roles. Their Clients range from start ups to iconic brands within the CPG, Entertainment, Toy and Digital industries.

**Industries Served:** Consumer Packaged Goods, Entertainment, Toy and Digital, Video Game Publishers

**Office Locations:** Manhattan Beach, CA

# Development Guild DDI



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**Firm Overview:** Through executive search, planning and fundraising, Development Guild DDI partners with nonprofit leaders to drive their mission forward with fresh perspective and high impact solutions. With offices in Boston and New York and working with clients nationwide, the firm partners with leaders in academic medicine, higher education, arts and culture, human service, environment, social enterprise, and other nonprofits in delivering on their most important goals.

**Industries Served:** Non-Profit Consulting Firms, Fundraising & Campaign

**Office Locations:** Boston

# DHR Global



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**Firm Overview:** DHR Global believes that the success of a company begins with those who lead it. For over 30 years DHR's consultants have forged strong and enduring partnerships with their clients by adding world class executives to their management teams. DHR is large enough to understand the complexities of operating in a global marketplace, but also deliver a tailored and personal approach to solve their client's talent challenges. DHR is comprised of top caliber consultants from around the world who deliver the high performance results their clients expect with high touch service.

**Industries Served:** Advanced Technology, Board & CEO, Board+ Diversity-Latinx Leaders, Business & Professional Services, Consumer, Diversity, Higher Education & Academia, Financial Officer, Financial Services, Healthcare Services & Solutions, Human Resources

**Office Locations:** Asia Pacific, Europe, North America, Middle East & Africa, Latin America

# Direct Recruiters Inc.



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**Firm Overview:** Since 1983, Direct Recruiters, Inc. has been recognized as the relationship-focused search firm specializing in building customized employment solutions. Their team offers contingency search, contract staffing and retained 'Direct Retention' search to source, identify, acquire, and retain top-performing professionals that elevate the success of our their client organizations.

**Industries Served:** 3D Printing Industry, Automated Packaging Equipment Industry, Automation & Industrial Technology Industry, Cannabis Industry, Cleantech & Sustainability Industry, Construction Industry, Consumer & Professional Technologies Industry, Education Technology, Electronic Security Technology Industry, Energy & Sustainability Industry, Flexible Packaging Industry, Food Industry, Food & Beverage Industry, Food Processing Equipment Industry, Foodservice Equipment Industry, Government Technology Industry, Healthcare IT Industry, HR Solutions Group, HVAC/R Industry, IT Security/Cybersecurity Industry, Labels Industry, Legal Solutions Group, Material Handling Equipment Industry, Military Leadership Excellence, Military Transition, Plastics Industry, Pharmaceutical Processing Equipment Industry, Private Equity & Venture Capital, Professional Services IT, Robotics Industry, Supply Chain & Logistics Industry, Traffic and Transportation Technologies Industry, Water Technology Industry

**Office Locations:** Chicago, San Francisco, Cincinnati, Minneapolis, Denver, Columbus, Raleigh

# Diversified Search Group



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**Firm Overview:** Diversified Search Group is the largest woman founded and woman-led executive search firm in the world with one of the industry's most diverse leadership teams. For nearly 50 years Diversified Search Group has built an exceptional track record of placing transformational leaders across industries and sectors. The firm operates with a combination of specialty brands: Diversified Search, BioQuest, Koya Partners, Grant Cooper, Storbeck Search, and Alta Associates. Each have deep industry expertise allowing for collaboration to serve clients across multiple sectors and industry verticals. Diversified Search Group is the major U.S. partner of AltoPartners, the leading international alliance of retained executive search and leadership consulting firms, allowing us to have global reach and impact across more than 35 countries.

**Industries Served:** Consumer & Retail, Cybersecurity, Digital, Media, Entertainment, Sports Industry, Education, Energy, Financial Services, Healthcare Services, Industrial, Life Sciences, Non-Profit and Social Impact, Arts & Culture, Technology, Private Equity

**Office Locations:** Atlanta, Boston, Chicago, Dallas-Fort Worth, Miami, Nashville, New York, Philadelphia, St. Louis, San Francisco, Southern California, Washington D.C.

# Diversity Recruiters



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**Firm Overview:** Diversity Recruiters™ was launched as a boutique diversity executive recruiting firm in 2018. At the time, it targeted firms located in the Pacific Northwest. Today, Diversity Recruiters has satisfied clients all across the country, and the company has staff in both San Francisco and New York. The company intends to triple its size over the next year, and this funding will enable its efforts to successfully expand in other parts of the country.

**Industries Served:** Human Resources, Diversity

**Office Locations:** Seattle

# Do-Right Consultants



**Key Contact:** : Drew Desky, Principal Consultant

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**Firm Overview:** Do-Right Consultants offers a personally customized approach to tackling the strategy and challenges of job transition, career transition, and career advancement. No two backgrounds or career trajectories are the same. They work together with their clients to clarify their career goals, construct a tailored agenda to tackle career issues, and collaborate on implementing solutions to accelerate their success in achieving their goals.

**Industries Served:** Financial Services, Technology, Legal Firm Support

**Office Locations:** Bucks County, New York

# DRi Waterstone Human Capital



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**Firm Overview:** DRi and Waterstone Human Capital Join Together to Launch DRiWaterstone Human Capital. The culture-centric executive search, leadership advisory and human capital firm is focused on helping mission and purpose-driven organizations across the U.S. build high performance teams and cultures.

**Industries Served:** Exclusively Non Profits, Advocacy Arts and Culture Associations, Community Service, Education & Higher Education, Healthcare, International Media and Publishing, Military & Veterans, Religiously Affiliated Services, Think Tanks & Public Policy

**Office Locations:** Arlington, VA

# Dynamic Search Consulting



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**Firm Overview:** Dynamic Search Consulting (DSC) is a fast-paced, boutique executive search firm dedicated to providing its clients with top talent now. Based in the San Francisco Bay Area, they serve your organization's most critical executive recruiting needs throughout the United States.

**Industries Served:** Marketing, Financial Services, Construction, Education, Healthcare Services, Manufacturing, Insurance, Hospitality, Non-Profit, Printing & Publishing, Telecom, Logistics, Transportation, Technology, Retail, Real Estate

**Office Locations:** San Jose (Silicon Valley)

# Egon Zehnder

The logo for EgonZehnder, featuring the company name in white text on a red rectangular background.

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**Firm Overview:** Egon Zehnder is the world's leadership advisory firm, sharing one goal: transforming people, organizations and the world through leadership. The firm knows what great leaders can do, and they're passionate about delivering the best leadership solutions to clients. They're proud of doing work that contributes to successful careers, stronger companies, and a better world. Working as One Firm, they bring individual strengths together to form one powerful global team. They are uniquely positioned to bring collective power to every client, every time.

**Industries Served:** Consumer, Financial Services, Healthcare Services, Private Equity, Industrial, Public & Social Services, Professional Services, Technology & Communications

**Office Locations:** Global

# EFL Associates



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**Firm Overview:** EFL Associates is a national executive search firm with an over 40-year history of identifying, attracting and vetting top-grade leaders through its best-in-class search process. The firm's team of well-credentialed consultants are experts in their industries and functional disciplines while employing superb research techniques to assure candidates are cultural matches with client organizations. As a firm backed by national resources, EFL is nimble, creative and attuned to the ever-changing needs of the market – a progressive approach that guarantees proven results

**Industries Served:** Animal Health, Community Development, Construction & Engineering, Energy, Financial Services, Higher Education, Human Health, Legal, Life Sciences, Manufacturing, Nonprofit, Private Equity, Public Retirement & Capital Markets, Retail, Technology

**Office Locations:** Denver, Kansas City

# Ellig Group

ELLIG GROUP

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**Firm Overview:** Ellig Group is a global leader in recruiting and onboarding outstanding diverse executive talent with the backgrounds and expertise to meet the evolving needs of their clients. They offer a meaningful and holistic approach to talent identification and development through their Executive/Board advisory and assessment capabilities, AI/analytics, leadership development and onboarding programs. Ellig Group's customized advice and tools support both clients and candidates in reaching their goals before, during, and after a search assignment.

**Industries Served:** Financial Services, Banking, Insurance, Wealth Management, Investment Management, Payments & Services, Professional Services & Consulting, Healthcare & Life Sciences, Industrial/Manufacturing, Consumer Goods & Retail, Non-Profit/Government/Foundations

**Office Locations:** New York, NY

# EMA Partners



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Alberto Miranda, Global Chairman

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**Firm Overview:** Since 1988, EMA Partners International has partnered with multinational corporations, governments and not-for-profit organizations across a variety of industry sectors and functional areas. They have built an expanding global partnership of executive search professionals, and are one of the largest executive search firms in the world. With more than 40 offices on six continents, they are dedicated to satisfying the senior executive search and talent management needs of clients.

**Industries Served:** Consumer, Energy and Natural Resources, Financial Services, Healthcare/Life Sciences, Technology, Communications, Government, Non-Profit, Industrial

**Office Locations:** Amsterdam, Bangalore, Bangkok, Barcelona, Beijing, Boston, Buenos Aires, Chennai, Chicago, Copenhagen, Delhi, Dubai, Düsseldorf, Hangzhou, Helsinki, Hong Kong, Johannesburg, Kiev, Lima, Lisbon, London, Madrid, Mexico D.F., Miami, Milano, Montreal, Mumbai, New York, Oslo, Paris, Prague, Riyadh, San Francisco, Santiago de Chile, Seattle, Seoul, Shanghai, Singapore, Stockholm, Tokyo, Toronto, Warsaw, Zurich

# Envision Consulting



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**Firm Overview:** Envision Consulting is a minority-owned firm that specializes in executive search, organizational strategy, merger exploration and executive leadership transitions. With offices in New York and Los Angeles, its partners and consultants are former nonprofit executive leaders who now use their collective experience and inspiration to uplift nonprofits and the communities they serve. Envision's commitment to Diversity, Equity and Inclusion is integrated into its practices, including inclusive surveys and stakeholder interviews, focus groups, structured hiring processes, a focus on anti-biased decision making and much more. In 2021, Envision Consulting was named by the Women of Color in Fundraising and Philanthropy as a Top 10 Search Firm that Works for Women of Color.

**Industries Served:** Associations, Colleges/Universities, Cultural Arts, Faith Based, Foundations, K-12

**Office Locations:** Los Angeles, New York

# Equinox Search

EQUINOXSEARCH

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**Firm Overview:** Equinox Search is a retained executive search firm addressing the professional-level recruiting needs of public and private firms seeking real estate expertise. The right executive can transform an organization. The wrong one can be costly and detrimental to culture, solidarity, and efficiency. As your partner, the real estate executive search team at Equinox Search will work with you and your company from the first thought of a potential hire to a successful completion.

**Industries Served:** Real Estate

**Office Locations:** New York City, Washington D.C., Los Angeles

# Erevena

erevena

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**Firm Overview:** Erevena is a boutique executive search firm of 100 people that helps venture-backed founders identify and recruit Board and C-suite executives. They work with some of the fastest growing companies in the world, from early stage, through growth to IPO. Investors, Boards and leadership teams value their advice, collaborative approach, diligence, global reach and expertise in hiring executives who understand innovation and disruption.

**Industries Served:** Fintech, Healthtech, Deep Tech, EdTech, Environment, Investment, Consumer Digital, SaaS, Developer Tools and Enterprise Software

**Office Locations:** San Francisco, New York, London, Paris, Stockholm and Copenhagen

# Execsearches.com



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**Firm Overview:** ExecSearches.com's job board has been serving the non-profit, government, education and health sectors since 1999. Their goal is to be the most efficient, online source for connecting mission and talent. The largest and the smallest of non-profit and government employers use ExecSearches.com to fill executive, mid-level and fundraising positions. ExecSearches also assists nonprofit boards of directors with their organization's leadership transitions.

**Industries Served:** Non-Profit, Government, Education, Healthcare/Life Sciences

**Office Locations:** Dallas, New York, Fort Lauderdale

# Executive Search Leaders



**Key Contact:** Nick Workman, Managing Partner

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**Firm Overview:** Driven by an underlying focus on quality, Executive Search Leaders have been chosen as the first and only official global partner and advisor to The Association of Executive Search and Leadership Consultants (AESC). Executive Search Leaders recently came together with other partners of AESC in signing their Diversity Pledge, steadfast in their commitment to examining the faults and failures in their lives and to exercising their privilege to be thought leaders who make a difference in the vital role they play in serving the Executive Search Industry.

**Industries Served:** Executive Search, Human Capital

**Office Locations:** London

# Executive Search Partners



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**Firm Overview:** Executive Search Partners is a U.S. based recruiting company that specializes in Information Technology and Finance and Accounting related searches. The firm has been in business since 2002 and are recognized by Forbes as one of the top IT search firms in the country. Executive Search Partners was formed by and is run by former Chief Information Officers. The firm has each functioned as individual technical contributors, middle-level managers and senior executives responsible for IT operations, tactics and strategy. They utilize this unparalleled depth of knowledge and experience while working with customers to first specify the exact requirements for each position and then thoroughly screen potential candidates.

**Industries Served:** Information Technology, Finance and Accounting, Human Resources

**Office Locations:** Sarasota, Charlotte, Tallahassee, Denver, Baton Rouge

# Executive Staffing Solutions



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**Firm Overview:** Established in 2000, Executive Staffing Solutions (ESS) began with a small, determined team dedicated to delivering exceptional recruiting solutions for clients and candidates alike. In the two decades since, their close-knit team has steadily grown to become one of the premier Healthcare Executive Recruiting Firms in the country.

**Industries Served:** Health Insurance

**Office Locations:** Columbus, OH

# Executives Unlimited



EXECUTIVES UNLIMITED, INC.  
*Connecting Companies with Leaders*

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**Firm Overview:** Founded in 2001, Executives Unlimited, Inc. (EUI) is a premier provider of retained executive search services. They successfully support C-level recruitment for more than 700 clients across most industries, in addition to interim placement, compensation analysis, succession planning, leadership transformation, and board services. Their clients range from middle market companies to billion-dollar multinational corporations, as well as family office and nonprofits.

**Industries Served:** Financial Services, Consumer, Distribution, Education, Family Office, Food, Healthcare/Life Sciences, Industrial, Non-Profit, Real Estate, Construction, Technology

**Office Locations:** California, Utah, Connecticut

# Execuzen



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**Firm Overview:** Execuzen's primary business is senior level search with coverage across a wide range of products in the global markets. Understanding clients and candidates is the key to their success and we challenge the paradigms of traditional recruitment by constantly developing new ways to add value.

**Industries Served:** Financial Services

**Office Locations:** Hong Kong, London, Mumbai, New York, Paris

# The ExeQfind Group



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**Firm Overview:** The ExeQfind Group does retained executive search – and they do it exceptionally well. For more than 22 years they have been building deep relationships within the markets they serve. These relationships coupled with The ExeQfind Group’s collective insights, cross-cultural fluency and search expertise allow clients to make informed decisions in hiring management and leadership talent when and where needed.

**Industries Served:** Agribusiness/Food, Diversity, Equity & Inclusion, Education, Energy, Healthcare, Hospitality, Industrial/Manufacturing, Mining, Professional Services

**Office Locations:** Toronto, Atlanta, New York City, St. Louis, San Diego, Guadalajara, Mexico City, Monterrey, Santiago, Sao Paulo

# Fairway Consulting Group



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**Firm Overview:** Fairway Consulting Group was founded in 1998 and has solely focused on the life science industry. They have repeatedly proven their value to clients while filling impactful, leadership roles with exceptional talent and supporting company expansions. They offer domain expertise across all of the major functional areas in the life science sector.

**Industries Served:** Healthcare/Life sciences

**Office Locations:** New York, Boston, Philadelphia, Orlando

# Farber Group



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**Firm Overview:** Farber's Interim Management and Executive Search practice is one of the top recruiting firms in Canada. As a key business unit within a professional services firm, their search practice brings a unique and holistic approach to supporting both clients and candidates. They also have an extensive global network—as the exclusive Canadian partner of IIC Partners—and will rapidly match organizations with leadership talent—whether it's for full-time, interim, or fractional roles.

**Industries Served:** Financial Services, Executive Leadership, Human Resources, Operations, Sales and Marketing

**Office Locations:** Toronto, Calgary, Edmonton, Vancouver

# Feldman Daxon Partners



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**Firm Overview:** Feldman Daxon Partners is your executive recruiting firm headquartered in Toronto with national and global reach. They have been locating top talent for senior executive and managerial positions on a retainer-fee basis since our firm was founded in 1991. Their unwavering set of core values and dedication to client service has allowed them to build and maintain relationships with hundreds of clients in virtually every market sector across Canada and internationally.

**Industries Served:** Financial Services Firms, Consumer, Manufacturing, Government, Education, Healthcare/Life Sciences, Non-Profit

**Office Locations:** Toronto

# Felix Global



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**Firm Overview:** Felix Global is a talent and organizational consulting firm that helps clients conquer the new world of work. Felix offers a partnership with a team of thought leaders who deliver custom solutions for all needs in the talent lifecycle, including talent acquisition, talent development and insights, organizational consulting, career transition, and highly-specialized career, development and assessment services to C-Suite Executives.

Felix Global's talent acquisition services provide consultative, tailored search solutions to meet organization's most pressing talent challenges. Their core offerings, delivered by a team of senior consultants and expert recruiters, include retained executive search to fill critical leadership roles, professional search, and project-based recruiting.

**Industries Served:** Financial Services, Life Sciences/Healthcare, Industrial, Consumer, Professional Services, Technology

**Office Locations:** Chicago, Toronto

# Fox Rodney Search



**Key Contact:** Stephen Rodney, Owner, Executive Chair

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**Firm Overview:** Fox Rodney is a specialist legal recruitment and search consultancy and has been leading the way in international legal recruitment for over 20 years. They've built a team of outstanding Consultants who are leaders in their field. Fox Rodney works in partnership with their clients, to deliver their recruitment needs across partner and associate recruitment, team moves & office openings, general counsel and head of legal in-house searches. Fox Rodney's track record of success in private practice and in-house legal recruitment demonstrates our expertise in our markets.

**Industries Served:** Legal, Financial Services

**Office Locations:** London

# FPC National



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**Firm Overview:** FPC is a leading national executive search firm comprised of more than 65 independently owned franchised offices. FPC offers job seekers access to its nationwide network of professional executive recruiters and job opportunities in over 40 different industries and 40 different disciplines. The company has been providing win-win recruiting solutions since 1959. Advocates for both clients and candidates, FPC recruiters are committed to bringing together the right individual with the right opportunity.

**Industries Served:** Generalist

**Office Locations:** Lake Success, NY

# Frazer Jones



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**Firm Overview:** Frazer Jones is the leading consultancy for HR Search & Recruitment, operating globally for over 20 years with 13 global offices and over 100 consultants dedicated to the HR profession. They are totally committed to the HR sector, providing not only their outstanding core Search & Recruitment services, but developing a platform for vertical market Networking through their events and seminars; and leading on HR reporting and market intelligence through HR Insights.

**Industries Served:** Generalist

**Office Locations:** London, Bristol, Amsterdam, Dusseldorf, Frankfurt, Milan, Dubai, Singapore, Hong Kong, Melbourne, Sydney, New York

# Frederickson Partners



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**Firm Overview:** Frederickson Partners recruits high impact executive talent and the next generation of leaders for innovative employers around the world. Our strategic and thoughtful approach, relationships and proprietary tools enable us to deliver world-class executive talent for the long term. We leverage the best practices of our parent company, Arthur J. Gallagher & Co.

**Industries Served:** Automotive, biotechnology, healthcare/healthtech, construction, real estate, education/edtech, financial services/fintech, foodtech, gaming, hospitality, manufacturing, non-profit and mission-based, legal, professional services, retail, SaaS/cloud, semiconductor and technology.

**Office Locations:** Silicon Valley, San Francisco, New York, Dallas, Chicago, Los Angeles and Nashville, also serving global tech hubs London, Berlin, Paris, Mexico City, Bogota, Seoul and São Paulo.

# Fulcrum Search Science Inc.



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**Firm Overview:** Fulcrum Search Science is an executive search and human capital management firm, serving the North American mid-market business community since 1971. They specialize in bringing rigorous executive search and assessment practices to “mission critical” roles at the professional, managerial, and executive levels. Their functional areas of focus are C-Suite / Senior Leadership, General Management, Sales & Marketing, Supply Chain & Logistics, Operations, Engineering & Maintenance leaders.

**Industries Served:** Manufacturing, Transportation, Business Services, Technology, Not-for-Profit

**Office Locations:** Toronto

# Furst Group



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**Phone:** (800) 642-9940

**Website:** [www.furstgroup.com](http://www.furstgroup.com)

**Firm Overview:** Furst Group, an MPI Company, is a premier executive search firm that focuses in healthcare and life sciences. With more than 35 years of experience, we partner with leaders and organizations from all facets of healthcare—payor, provider, medical device and other life science companies, academic medical centers, medical groups, associations, and more. Clients value the experience and knowledge Furst Group brings when evaluating talent, leadership, and culture, which helps them align and execute their strategic initiatives. Furst Group continues to be ranked among the Top 10 Healthcare Executive Search Firms by Modern Healthcare and ranked on Forbes list of Best Executive Recruiting Firms. The Companies of MPI include: Furst Group, healthcare executive search; NuBrick Partners, leadership development; Salveson Stetson Group, retained executive search.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** Rockford (IL), Phoenix, San Francisco, Chicago, Minneapolis, St. Louis, Radnor (PA), Brentwood (TN), Irving (TX), Seattle, Washington D.C.

# Gables Search Group



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**Phone:** (440) 951-9990

**Website:** [www.gablessearch.com](http://www.gablessearch.com)

**Firm Overview:** Gables Search Group headquartered in Cleveland, Ohio has been a leader in search and placement nationwide since 2002. Their company specializes in both direct and contract (temporary) staffing in all industries and disciplines. Each member of their highly trained and experienced sales and recruiting team is committed to identifying a company's needs and providing them with the most marketable candidate to fit their goals.

**Industries Served:** Professional Services, Financial Services, Food & Beverage, Engineering, Healthcare, Technology, Legal, Manufacturing, Real Estate

**Office Locations:** Willoughby, OH

# Gallagher Executive Search



**Key Contact:** Susan O'Hare, Practice Leader

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**Firm Overview:** Gallagher Executive Search has been serving clients for more than 40 years in the selection of new leadership in the U.S. and Canada. We have a rich history of partnering with executive leadership and Boards of Directors, and are known for our personalized services and consultative approach. With our deep expertise and understanding of our clients' business, we excel in presenting top talent that matches our clients' unique culture, business needs and community. Our personalized approach, from initial contact to interviews, leadership assessment, references and final selection, provide an elevated and informed consultative approach. After the search closes, we maintain our relationships to assure a solid long term fit.

As one of the top 40 global executive search firms, Gallagher helps clients attract, engage and develop transformational leaders who impact organizational results. From Fortune 500 corporations to private equity firms to non-profit agencies, we have the instinct and market intelligence to know which candidates will be successful in what culture or organization. We strive to find candidates who will fit an organization's culture and lead with vision. Gallagher's Executive Search team offers a proven track record of attracting leaders who help build organizational wellbeing and profitability. Our approach, network and tools help minimize the variables associated with the recruitment process.

**Industries Served:** Healthcare, public sector, technology, construction, retail, restaurants and hospitality, oil and gas, consumer packaged goods, manufacturing, financial and professional services

**Office Locations:** Charlotte, Dallas, Nashville, Richmond, Scottsdale, Vancouver, Calgary, Edmonton, Regina, Toronto, Ottawa, and Montréal.

# Garrett Search Partners



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**Firm Overview:** Garrett Search Partners is a leading boutique, executive search firm and consultancy of choice for mid-market companies, private equity firms and their portfolio companies across North America. Founded in Chicago in 2003, Garrett Search Partners specializes in delivering transformational leaders for Director, Vice President and C Suite searches for the Automotive, Aerospace, Chemical and Industrial Manufacturing verticals.

Our company exists to help our clients solve their most challenging talent issues. We've built trusted relationships with our clients and candidates through our dedication to constructive, candid communication, exceptional execution and delivering on our commitments. We're deeply committed to our customers and our work, which is why we deliver exceptional results, including a 92% retention rate two years after search completion.

**Industries Served:** Industrial Manufacturing, Automotive, Aerospace, and Chemicals

**Office Locations:** Dallas, Chicago

# Gerard Stewart



**Key Contact:** Lisa Maxwell, Founder, Managing Partner

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**Firm Overview:** Gerard Stewart was founded by managing partner Lisa Maxwell in 2005 to change the way executive leadership decisions are made. There's more to identifying board, senior leadership and C-suite talent than resumes and recommendations. It's not about finding just any candidate. Gerard Stewart knows you're seeking the bright future of your company. That's who they'll find.

**Industries Served:** HR Tech, Private Equity

**Office Locations:** Atlanta, London, Menlo Park (CA)

# Gillian Tesis Executive Search



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**Firm Overview:** Gillian Tesis Executive Search was launched in 2017 and was established to provide its clients with a different level of personalized service. Based in Toronto, Canada, they are a boutique Legal and Senior Executive Search firm specializing in the placement of key corporate functions at the Director level and above. These roles include Legal, Human Resources, IT, Finance, Marketing, Operations and Procurement.

**Industries Served:** Legal, Professional Services, Technology, Financial Services, Manufacturing, Consumer Goods, Media/Entertainment, Real Estate, Non-Profit, Healthcare/Life Sciences

**Office Locations:** Toronto

# Global Executive Solutions Group



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**Phone:** (330) 666-3354

**Website:** [www.globalesg.com](http://www.globalesg.com)

**Firm Overview:** Global Executive Solutions Group is an executive search firm serving clients to meet their needs for skilled management in transportation, logistics, supply chain management, cybersecurity and food ingredients. Its research, recruitment and selection processes are generally conducted globally to deliver and retain the most qualified talent. The firm is committed to continually strengthen leadership positions as a strategic, forward-thinking and value-added authority on talent acquisition in the industry segments they serve.

**Industries Served:** Transportation, Logistics, Supply Chain Management, Cybersecurity, Food Ingredients

**Office Locations:** Fairlawn, NJ

# Global Recruiters of Oak Brook



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**Firm Overview:** Global Recruiters of Oak Brook helps software companies and their investors land the right executive talent necessary to achieve desired growth and scale. The managing director has previous experience as the founder of an award winning software platform and the team at GRN Oak Brook has an innovative and thorough process that involves partnering with you. Global Recruiters Network is a Forbes top 25 search firm with 200 offices worldwide, transitioning thousands of professionals into new roles each year.

**Industries Served:** Engineering, Information Technology, Sales & Marketing

**Office Locations:** Chicago

# Glocap



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**Phone:** (212) 333-6400

**Website:** [www.glocap.com](http://www.glocap.com)

**Firm Overview:** Glocap Search is a premier search firm dedicated to serving the specialized recruiting needs of clients in select industries. They partner with private equity funds, hedge funds, investment banks, fund of funds, consulting firms and other industry clients to fulfill their human capital needs across most functional areas. Glocap has dedicated, specialized teams of search consultants who place investment, marketing, accounting, operations, compliance, and human resources professionals, as well as CEOs, COOs, CFOs, bankers, consultants, risk managers and administrative assistants.

**Industries Served:** Financial Services, Asset Management and Other

**Office Locations:** New York, San Francisco

# Gold Hill Associates



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**Website:** [www.collegepresidentsearch.com](http://www.collegepresidentsearch.com)

**Firm Overview:** Gold Hill Associates is a Community and Technical College leadership search firm. The consultants of Gold Hill are retired Community College Presidents and have extensive college executive leadership experience leading up to their presidencies. This experience allows their search consultants the knowledge and ability to meet specific individual Board and state requirements cognizant of budget and new leadership needs.

**Industries Served:** Technical and Community Colleges

**Office Locations:** Jackson, MS; Portland, OR; Spring Lake, MI

# Goldbeck Recruiting



**Key Contact:** Henry Goldbeck, Founder, President

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**Website:** www.goldbeck.com

**Firm Overview:** Finding candidates for an available position is more than just selecting the best qualifications. It requires FINDING THE RIGHT FIT into your specific industry and organizational culture. Goldbeck Recruiting is a contingency recruitment and executive search firm located in Vancouver, BC. Since 1997, they have been helping companies fill challenging positions that require a unique combination of skills, professionalism, and industry background.

**Industries Served:** Manufacturing, Construction, Healthcare/Life Sciences, Mining Oil & Gas, Agriculture & Forestry, Industrial, Consumer

**Office Locations:** Vancouver

# Goodstone Group



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**Phone:** (888) 208-6900

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**Firm Overview:** To find the best-fit coach for a given need, Goodstone collaborates carefully with those seeking coaching as well as with their sponsors in the business and in Human Resources. They believe that coaching services are an investment that should yield observable and lasting results. Collectively, Goodstone coaches have coached over 1000 C-level leaders and thousands more at the early to senior levels in most industries.

**Industries Served:** Generalist

**Office Locations:** New York

# Govig & Associates



**Key Contact:** Todd Govig, CEO

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**Phone:** 480-941-1515

**Website:** [www.govig.com](http://www.govig.com)

**Firm Overview:** Govig & Associates has been in business over 42 years and is the home of over 80 executive search professionals with an unprecedented average tenure across the entire staff of more than eight years. In recent years, their firm has been listed as one of Phoenix Business Journal's Best Places to Work and Office of the Decade within the MRINetwork. This depth of experience and industry expertise provides unparalleled value to clients.

**Industries Served:** Healthcare, Biopharma, Construction/Real Estate, Accounting, Finance, Manufacturing

**Office Locations:** Scottsdale, AZ

# Grant Cooper | Diversified Search Group



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**Firm Overview:** Grant Cooper, a part of Diversified Search Group, employs a comprehensive approach that places it in an elite position among top healthcare executive search firms, working extensively with academic medical centers, integrated delivery systems, physician groups, children's hospitals, managed care organizations, and community-based medical centers.

Grant Cooper was established in 1957 as a pioneer in executive search services for the thriving industries of the era. In 2019, Grant Cooper became a Diversified Search Group company. Today, it offers distinguished executive search services tailored to the rapidly evolving healthcare environment.

**Industries Served:** Healthcare, Academic Medical Centers, Integrated Delivery Systems, Physician Groups, Children's Hospitals, Managed Care Organizations; Community-based Medical Centers

**Office Locations:** St. Louis, MO; Atlanta, GA; New York, NY

# Greenwich Harbor Partners



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**Firm Overview:** Greenwich Harbor Partners is a senior level executive recruiting firm for Media, Technology, and Business Services. The firm specializes in recruiting c-suite executives and their direct reports in General Management, Sales, Marketing, Communications and Customer Service. Greenwich Harbor Partners also has a significant for-profit and nonprofit Board of Directors recruiting practice.

**Industries Served:** Consumer, Professional Services, Media & Entertainment, eCommerce, Mobile & Social Media, Cable, Satellite & Broadcast TV, Cloud & SaaS Software Services, Artificial Intelligence & Data Science, Communications & Information, Private Equity & Venture Capital

**Office Locations:** New York, Detroit, San Francisco

# Greenwood/Asher & Associates



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**Firm Overview:** For the past 20 years, Greenwood/Asher & Associates (G/A&A) has teamed with top education institutions to strategically identify the next generation of dynamic leaders. GA&A's diverse consulting team has completed thousands of successful searches for colleges, universities, and university systems; K-12 school districts; and non-profit organizations. In addition, Greenwood/Asher & Associates' expertise extends to supporting: 1) the development of senior and emerging leaders through providing leadership assessments and executive coaching; and, 2) the growth and sustainability of educational institutions by offering expert consultation on key initiatives such as strategic planning, conducting academic program and organizational reviews, and benchmarking policies and practices. Greenwood/Asher & Associates believes in the power of partnerships and collaboration, combined with evidence-based best practices and experience, to design a customized search or consulting process to meet the unique needs and characteristics of each education partner it serves.

**Industries Served:** Higher education, non-profit, and K-12

**Office Locations:** Miramar Beach, FL

# Grey Search + Strategy



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**Firm Overview:** Grey Search + Strategy provides customized, strategic executive recruiting services for a wide range of company types and sizes—from smaller organizations on a fast growth track to larger, fortune 500 companies seeking a solid, consistent and invested partner. From mid-level to executives, Grey excels at finding the best talent for the best opportunities in a wide range of industries, including manufacturing, medical, construction, telecommunications, transportation and more.

**Industries Served:** Manufacturing, Industrial, Agriculture, Medical, Distribution, Engineering Services

**Office Locations:** Minnetonka, MN

# Griffith Group Executive Search



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**Firm Overview:** Founded by Jane Griffith, Griffith Group Executive Search provides exceptional retained executive search services to its valued clients. Focused on senior level recruitment, our search team partners with academic, not-for-profit, broader public sector organizations, and private sector organizations across Canada to support them with their executive search needs. Griffith Group is deeply rooted in the values of integrity, professionalism, and empowered innovation. Griffith Group is actively committed to supporting, championing, and advancing this work through our commitment to Indigenization, Equity, Diversity, Inclusion and Accessibility while identifying top-tier candidates for institutions across the country.

**Industries Served:** Higher Education, Non-Profit, Broader Public Sector, Private Sector, Board Recruitment

**Office Locations:** Toronto

# Groom & Associates



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**Firm Overview:** Groom & Associates is a recruitment firm headquartered in Montreal. For 20 years, they have continued to deliver temporary and permanent staffing search solutions and are committed to securing exceptional talent to assist, lead and direct the most successful organizations in a variety of industries. At Groom, their renowned reputation for commitment drives every decision they make.

**Industries Served:** IT & AI, Science & Pharmaceutical, Engineering & Industrial, Finance & Operations

**Office Locations:** Montreal, Toronto, Vancouver, Ottawa

# H.I. Executive Consulting (H.I.E.C)



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**Firm Overview:** H.I. Executive Consulting (H.I.E.C) is a leading global executive search firm focused on hiring Board, CEO and Senior-level executives globally. H.I.E.C was established to disrupt the traditional approach to executive search by placing a premium focus on hiring transformational leaders across the sectors they serve - Digital & Technology, Financial Services & Real Estate, Industrial & Automotive, Consumer, Retail & Leisure, and Business & Professional Services.

**Industries Served:** Digital & Technology, Financial Services & Real Estate, Industrial & Automotive, Consumer, Retail & Leisure, Business & Professional Services, Private Equity

**Office Locations:** San Francisco, Silicon Valley, New York, London, Paris, Zug, Zurich, Munich, Vienna, Dubai, Hong Kong, Shanghai, Tokyo

# Haley Associates



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**Firm Overview:** Haley Associates is a higher education consulting and executive search firm dedicated to providing personalized, high quality services focused on the unique needs of the institutions and leaders they serve. By design they are a boutique firm, committed to working on a limited number of consulting engagements and searches in order to deliver on their commitment to being a client focused practice. When you engage Haley Associates you work directly with the principals of the firm and receive the experience, attention and services you expect and deserve.

**Industries Served:** Higher Education

**Office Locations:** New Hampshire

# Hammond Partners

**HAMMOND  
PARTNERS**

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**Firm Overview:** Established in 2002, Hammond Partners is one of the leading providers of Financial Services Search in London. They work with clients globally to find solutions for their people needs, providing a full suite of consultative services. Hammond Partners value integrity and transparency. They are dedicated to the best practices. Above all they are about results.

**Industries Served:** Financial Services

**Office Locations:** London

# Hanold Associates Executive Search & Leadership Advisory



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**Firm Overview:** Hanold Associates Executive Search & Leadership Advisory is a retained executive search and leadership advisory firm with a focus on recruiting HR, Diversity, and Corporate Officers, and diverse Board Directors. In addition, they advise senior leadership teams on topics ranging from leadership development, coaching, diversity, talent and human sustainability strategies. They are the search and advisory firm to highly successful founders, CEOs and entrepreneurs across industries.

**Industries Served:** Generalist

**Office Locations:** Evanston (IL), Jackson (WY), Park City (UT), Boston (MA), Detroit (MI)

# Harris Search Associates



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**Firm Overview:** Modelled after the first premier management consulting firms, Harris Search Associates' practice remains solely focused on the distinctive needs of higher education. They recognize the transformative impact higher education plays in the growth of our country and understand leadership of an academic enterprise is more challenging than it has ever been, requiring an increasingly wide range of skills to balance the diverse missions of research, education, and service.

**Industries Served:** Higher Education, Healthcare/Life Sciences

**Office Locations:** Dublin, Dallas, San Francisco

# Hartman Group Consulting

**Hartman Group**  
Consulting, LLC

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**Firm Overview:** Hartman Group Consulting is a boutique executive search firm specializing in the placement of C-level leaders, board members and senior executives with P&L and/or high-impact responsibilities. The firm was founded to recruit leaders and develop strategies to solve business problems for our clients in financial services, technology, cybersecurity and luxury goods.

**Industries Served:** Financial Services, Technology, Cybersecurity and Luxury Goods

**Office Locations:** San Francisco

# Hartz Search



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**Firm Overview:** HARTZ Search (HS) is a service-oriented, specialty, retained search firm centered on healthcare and higher education operating from their headquarters in Charlotte, North Carolina, regional office in Dallas, Texas and satellite office in San Diego, California. They additionally focus on Government and State-run organizations extending from their state institution academic clients. HARTZ Search is a small and woman-owned business enterprise.

**Industries Served:** Human Resources, Diversity, Healthcare/Life Sciences

**Office Locations:** Charlotte, Dallas, San Diego

# Hawkins Company



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**Firm Overview:** Established in 1984, The Hawkins Company is a management consulting firm specializing in executive recruitment. While recognized for its expertise in diversity recruiting, the firm is one of the premier minority-owned general practice executive search firms that focuses on achieving the executive level talent acquisition objectives of private, public, educational and non-profit clients with a commitment to recruiting “best in class” and diverse leadership talent.

**Industries Served:** Generalist

**Office Locations:** Los Angeles, Northern California

# HealthSearch Partners



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**Firm Overview:** HealthSearch Partners has a history of successful CEO placements for healthcare providers throughout the United States. HealthSearch Partners consultants are deeply experienced managing CEO and other senior level searches for some of the largest and most reputable hospitals and systems in the country. They have an extremely high placement success rate. Additionally, their placements remain employed in the organizations in which they recruited them.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** Dallas, Oak Brook (IL), Fort Myers (FL), Asheville (NC), Durango, Rockford (IL), Sioux Falls (SD), Tyler (TX), Portland

# Hedley May



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**Firm Overview:** When Hedley May launched in 2009, they knew executive search could, and needed to be, better. They knew that focusing on 'fee income' was detrimental to the industry. Instead, they wanted to shift the focus. Hedley May wanted to create a firm that placed the marker of success on the outcome for their four stakeholders – their clients, candidates, colleagues and community partners.

**Industries Served:** Generalist

**Office Locations:** New York, London

# Heidrick & Struggles

HEIDRICK & STRUGGLES

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**Firm Overview:** Heidrick & Struggles (Nasdaq: HSII) is a premier provider of global leadership advisory and on-demand talent solutions, serving the senior-level talent and consulting needs of the world's top organizations. In our role as trusted leadership advisors, we partner with our clients to develop future-ready leaders and organizations, bringing together our services and offerings in executive search, diversity and inclusion, leadership assessment and development, organization and team acceleration, culture shaping and on-demand, independent talent solutions. Heidrick & Struggles pioneered the profession of executive search more than 65 years ago. Today, the firm provides integrated talent and human capital solutions to help our clients change the world, one leadership team at a time.®

**Industries Served:** Generalist

**Office Locations:** Global

# Helbling & Associates



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**Firm Overview:** Helbling & Associates was established in 1992 by Tom Helbling to meet the recruiting needs of construction contractors and real estate developers. Its network expanded as clients began referring the firm to their colleagues outside of those sectors.

Today, Helbling serves architecture, engineering, construction, and real estate development firms in addition to entities that have significant real estate assets and facilities management needs. These include the nation's most prominent institutions of education, healthcare, and research, as well as cultural and community organizations.

Helbling's business model is based on long-term client relationships, and its culture is focused on serving clients' long-term interests.

**Industries Served:** Construction, Education, Healthcare, Non-Profit, Private Equity, Real Estate Development

**Office Locations:** Wexford, PA (near Pittsburgh)

# Heller Search Associates



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**Firm Overview:** Heller Search is a retained executive search firm specializing in Chief Information Officers (CIO), Chief Technology Officers (CTO), Chief Information Security Officers (CISO), Chief Digital Officers (CDO) and all senior information technology positions (VPs and Directors of IT) nationwide, in all industries. Our clients include Fortune 500 as well as mid-market companies, PE portfolio companies, higher education, non-profits, and high tech startups.

**Industries Served:** Retail, Manufacturing, Healthcare, Energy, CPG, Hospitality, Non-Profit, Media, Pharma, Professional Services, High Tech, Financial

**Office Locations:** Boston, Detroit, Chicago

# Herbert Mines Associates



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**Firm Overview:** Herbert Mines Associates is the largest retained executive search firm focused exclusively on consumer-facing brands and businesses. For over 44 years, Herbert Mines Associates has operated as a trusted adviser and strategic partner with 67% of our work being in the C-Suite and 52% of our overall placements being women or people of color. We are passionate about solving the “leadership puzzle” by delivering innovative talent solutions through a high-touch experience.

**Industries Served:** Omnichannel Retail, High-Growth CPG & Consumer Services, Sustainability & Mission Driven Brands

**Office Locations:** New York

# Higher Education Leadership Search



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**Firm Overview:** Higher Education Leadership Search was founded in 2017 and has experience conducting searches for academic deans, faculty, and mid to upper level administrators. Specializes in development and fundraising searches for higher education and other non-profits.

**Industries Served:** Higher Education

**Office Locations:** Alabama

# Hightech Partners



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**Firm Overview:** At Hightech Partners, they believe that the word 'digital' is no longer only for ICT companies and young start-ups. All companies across all industries need to adapt their business models to thrive in the digital revolution. Its goal is to help companies navigate new business challenges by collaborating with them as a strategic partner to find top leadership talent in digital transformation. The firm differentiates itself from other executive search firms by taking a holistic approach to digital transformation: even executives that are not involved in tech aspects of their business need to be skilled in digital.

**Industries Served:** Cyber Technology and Digital Transformation

**Office Locations:** Belgium, Switzerland, Norway, France, Italy, Germany, Netherlands

# HireWerx



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**Firm Overview:** HireWerx provides talent acquisition solutions that include Executive Search, Professional Search, On-demand Recruitment, and Advisory Services. The Executive Search practice specializes in placing Executive Leaders at the C-level and their direct reports spanning functional areas within the technology sector. The Professional Search practice places Technical Leaders from Senior to Director level and Technical Sales individuals. HireWerx serves SMB through Large Enterprises throughout the United States and has a presence in London and Singapore. The firm partners with Private Equity and Venture Capital firms to identify key talent for their portfolio companies.

**Industries Served:** Technology Industry, including Internet Software & Services, Information Technology Services, and Software. Key areas: Software, FinTech, MedTech, SaaS, Transportation, Telecom, Wireless

**Office Locations:** Chicago

# Hogarth Davies Lloyd



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[gdavies@hogarthdavieslloyd.com](mailto:gdavies@hogarthdavieslloyd.com)

**Phone:** 44 20 7400 2300

**Website:** [www.hogarthdavieslloyd.com](http://www.hogarthdavieslloyd.com)

**Firm Overview:** Hogarth Davies Lloyd is a Global Executive Search firm with offices in London, New York and Singapore. Established in 1995 by former banking and finance professionals, the firm has grown to become one of the pre-eminent providers of Executive Search services across front office, infrastructure, C-suite and investment activities.

**Industries Served:** Financial Services, Global Markets, Commodities, Infrastructure

**Office Locations:** London, New York, Singapore

# Hoggett Bowers



**Key Contact:** Karen Wilson, CEO  
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**Website:** www.hoggett-bowers.com

**Firm Overview:** Hoggett Bowers is all about making a difference. Passionate about recruitment, they're open, collaborative and a genuine meritocracy. The firm offers clients executive search and advertised selection, plus an experienced interim management practice.

**Industries Served:** Generalist

**Office Locations:** London

# Horton International



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**Website:** [www.hortoninternational.com](http://www.hortoninternational.com)

**Firm Overview:** Horton International is a global retained executive search firm with more than 40 offices in the Americas, Europe and Asia-Pacific. Horton International has the global resources and local-market expertise to help clients attract and retain the most qualified professionals. They provide outstanding consultative advice that helps organizations achieve their strategic staffing objectives. Their executive search services are exacting, timely and highly effective, and are specifically designed to help clients achieve their business goals.

**Industries Served:** Technology, Consumer, Industrial, Healthcare/Life Sciences, Financial Services

**Office Locations:** Global

# Hudson Gate Partners



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**Phone:** (646) 502-5227

**Website:** [www.hudsongatepartners.com](http://www.hudsongatepartners.com)

**Firm Overview:** Founded in 2010, Hudson Gate Partners, LLC brings a unique combination of industry and executive search experience to recruiting across the Asset Management, Broader Finance, Fintech, Technology, and Management Consulting Industries. Their objective is to deeply focus on the industries in which their expertise lies. At Hudson Gate, they have a comprehensive understanding of the hiring needs and challenges of the firms with whom they work. Their approach is heavily research-based, and they work on all of their searches as a team, focusing on every detail from initial contact to the closing process. This executive search approach allows them to provide their clients with unsurpassed service and access to highly relevant candidates. Hudson Gate Partners is a New York State Certified Women-Owned Business.

**Industries Served:** Private Equity, Hedge Funds, Venture Capital, Asset Management, Investment Banking, Fintech, Crypto, Insurance, Real Estate, Management Consulting and Technology.

**Office Locations:** New York, Connecticut

# Hunt Club



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**Phone:** (312) 659-3275

**Website:** [www.huntclub.com](http://www.huntclub.com)

**Firm Overview:** Hunt Club is a full-service recruiting company powered by technology and community. Since our founding in 2014, Hunt Club has developed the largest talent network of business experts who make trusted introductions to top candidates for our client's most important leadership roles. By leveraging the power of relationships and technology, our high-performance talent recruiters can make the right connections and fill roles significantly faster. We're rethinking every part of the search process to deliver the most efficient and effective hiring experience for employers and candidates. [www.huntclub.com](http://www.huntclub.com)

Hunt Club works with both top-tier high-growth startups who have raised \$10M to billions and large companies transforming the talent pool for 1,000's of companies including goPuff, G2, Typeform, Upwork, DUDE Products, Circle K, Pernod Ricard, and dozens of portfolio companies across Bain Capital, Tiger Global, LCatterton and more.

**Industries Served:** Consumer, Internet, SaaS, Health Tech, FinTech, Gaming & Sports, Computer Software, Marketing & Advertising, Venture Capital & Private Equity

**Office Locations:** Chicago

# Hunt Executive Search



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**Phone:** (704) 696-3600

**Website:** [www.huntsearch.com](http://www.huntsearch.com)

**Firm Overview:** Hunt Executive Search was founded in 1988. Over the years the firm has kept its original focus on collaborating with clients to help them become high-performance businesses through identifying, recruiting and developing world-best talent. Today Hunt Executive Search are the leading retained executive search firm focused exclusively on consumer products, life sciences, retail and diversified industrial space. They also work with Private Equity Firms that invest in these businesses.

**Industries Served:** Consumer, Industrial, Healthcare/Life Sciences, Private Equity, Professional Services, Technology

**Office Locations:** New York, Huntersville (NC)

# Hunter + Esquire

HUNTER + ESQUIRE

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**Firm Overview:** Founded in 2017 with the goal of helping the most aspirational cannabis organizations break through the unique and complex challenges facing the industry, Hunter + Esquire offers a consultative approach to human capital strategy and executive recruitment for the cannabis and psychedelics industries. They believe in the “inch wide / mile deep” philosophy and offer their clients a tailored, white-glove service rooted in deep expertise and a world-class network. When you partner with Hunter + Esquire, you work with dedicated and experienced professionals who are committed to elevating and legitimizing the cannabis and psychedelics industries.

**Industries Served:** Psychedelics, Cannabis

**Office Locations:** Boulder, CO and Burlington, VT

# IMD International Search Group



**Key Contact:** Jose Ruiz, President; Cullen Onstott, Managing Director

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**Phone:** +33 6 20 67 61 69, (781) 235-3050

**Website:** [www.imdsearch.com](http://www.imdsearch.com)

**Firm Overview:** Founded in 1972, IMD International Search Group is one of the top 15 global search organizations with more than 40 offices in major markets and business centers throughout the world, providing instant access to a world-class executive talent pool serving the global economy. Its executive search professionals, many of whom held senior positions in the industry sectors they now serve, conduct hundreds of senior-level searches for clients worldwide each year.

**Industries Served:** Consumer, Education, Non-Profit, Financial Services, Professional Services, Life Sciences, Technology, Transportation

**Office Locations:** Global

# IMSA Search Global Partners



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**Firm Overview:** Since 1991 IMSA Search Global Partners carry out recruitment basing on executive search, in order to identify the best C-level professionals on a local and global markets, and to enable the Clients to reach their strategic and operational targets. IMSA Search work closely with international accounts to help them build effective business across the Americas, Europe, Africa and Asia/Pacific.

**Industries Served:** Industrial & Manufacturing, Consumer Goods, Financial Services, Private Equity, Life Science & Healthcare, Media & Communication, Professional Services, Technology & Digital

**Office Locations:** Olten, Switzerland

# International Executive Search Federation: IESF



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**Firm Overview:** International Executive Search Federation is one of the world's most recognized international executive search groups / associations. Identifying talent and leadership in more than 80 offices and 21 countries, they are globally known as "The Local Experts" because they understand regional markets and their specific needs when it comes to executive recruitment. IESF offers a fully customized, local approach to search projects, based on culture, regional economics and the local candidate marketplace. They never seek to impose a "one-size-fits-all" solution.

**Industries Served:** Agribusiness, Apparel and Luxury, Automotive, Financial Services, Construction, Energy, FMCG, Logistics and Transportation, Manufacturing, Marketing & Communications, Oil, Gas & Chemicals, Professional Services

**Office Locations:** Global

# IQ Partners



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**Firm Overview:** IQ PARTNERS is Canada's leading Executive Search & Recruitment firm. We operate on a North American basis and help growing PE and VC-backed tech and traditional companies to hire better, hire less & retain more. IQ PARTNERS operates at the mid-to-senior management level, including C-suite, advisory and board recruitment. With almost 50 specialist consultants across multiple geographies we bring unique subject matter and sector expertise to every search. Deeply trained and DEI certified, we partner with our clients to build their businesses. And with over 2/3 of our revenue coming from repeat clients we must be doing something right. With an international network of 16 partner offices, the team at IQ PARTNERS delivers best practices from around the world with award-winning Canadian service. We help companies hire better - how can we help you?

**Industries Served:** Consumer, Retail, SaaS, Software, Technology, Financial Services, Insurance, Fintech, Finance & Accounting, Media, Digital, Digital Health, E-Commerce, Marketing, Human Resources, Sales, Legal, Healthcare/Life Sciences, Non-profit, Logistics & Supply Chain.

**Office Locations:** Toronto, Calgary, Edmonton

# IQTalent



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**Firm Overview:** IQTalent is a technology-powered talent acquisition firm specializing in recruitment at all levels. Through two distinct brands – Caldwell and IQTalent – the firm leverages the latest innovations in AI to offer an integrated spectrum of services delivered by teams with deep knowledge in their respective areas. Services include candidate research and sourcing through to full recruitment at the professional, executive and board levels, as well as a suite of talent strategy and assessment tools that can help clients hire the right people, then manage and inspire them to achieve maximum business results. IQTalent’s innovative on-demand model allows for a professional service, billable hour fee structure. Each engagement is billed by the hour with clients only paying for the services they receive when they receive them, on-demand.

**Industries Served:** Technology, Enterprise SaaS, Automotive, Digital Media, Consumer, Industrial, Healthcare/Life Sciences, Cyber Security

**Office Locations:** Headquartered in Nashville, with remote offices across the U.S. Serving clients and candidates across five continents.

# Isaacson Miller



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**Firm Overview:** Since 1982, Isaacson, Miller has recruited for the leadership of the nation's civic infrastructure. Their clients include leading colleges and universities, healthcare and academic medical centers, arts and cultural groups, conservation and environmental organizations, foundations, human service agencies, research institutes, social justice and other national advocacy organizations. Almost all of Isaacson, Miller's clients are not-for-profit organizations meeting demands of both mission and market.

**Industries Served:** Higher Education, Academic Medicine/Healthcare, Non-profits

**Office Locations:** Boston, Los Angeles, Philadelphia, San Francisco, Washington, DC.

# JD Haspel



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**Firm Overview:** Founded in 2006, JD Haspel has a long-standing and loyal client base including retail, corporate and investment banks, hedge funds, asset managers, private equity firms, real estate and infrastructure investors, insurance companies and professional services firms whom they help attract and retain C-suite, business line and functional experts across a multitude of disciplines. The firm has an enviable international completion track record at partner, managing director and director level, and sector experts with a reputation for teamwork and delivery. Their mission is to offer clients a high quality and consistent service, combined with a sense of fairness and flexibility.

**Industries Served:** Financial Services

**Office Locations:** London

# JDG Associates, Ltd.



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**Firm Overview:** Founded in 1973, and having completed more than 4,500 search assignments, the firm's experience is deep, its reach is powerful, and its track record is extraordinary. At JDG Associates, its research-intensive process and personal approach have resulted in successful senior-level searches across a broad spectrum of industries and disciplines in the Washington, D.C. region and nationally. Its local and national clients include research and consulting organizations; Fortune 1000 corporations; federal, state and local government agencies as well as small, mid and large associations and professional societies.

**Industries Served:** Executive Search, Human Capital, Diversity

**Office Locations:** Rockville, MD

# JM Search



**Key Contact:** John Marshall, CEO

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**Firm Overview:** JM Search is a retained executive search firm and trusted advisor to CEOs, investors and boards of directors in recruiting, assessing and delivering high performance leaders and transformational leadership teams. JM Search clients include private equity firms, portfolio companies, and publicly held companies across North America.

Founded in 1980, the JM Search team brings together former operating and financial executives, investors and experienced search professionals with deep industry specialization, functional expertise and proven access to talent spanning multiple industry sectors.

With national reach and local market depth, the firm's partner-led approach enables JM Search to deliver exceptional leaders who enhance organizational performance and drive shareholder value.

**Industries Served:** Consumer & Retail, Financial Services, Healthcare & Life Sciences, Industrial, Technology, Media & Telecommunications

**Office Locations:** Philadelphia, New York, Chicago, Los Angeles

# Jordan Search Consultants



**Key Contact:** Laura Perry, CEO or Carrie Agler, COO

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**Firm Overview:** Founded in 2003, Jordan Search Consultants has a national reputation for providing state-of-the-art healthcare, executive, and higher education recruitment solutions, including short- and long-term staffing, while maintaining the flexibility to work with clients' unique, evolving needs. Their firm ensures access to top candidates, accelerates time-to-fill, maximizes recruitment effectiveness, and enhances retention rates to provide a more streamlined, strategic approach to healthcare, executive, and higher education recruitment and staffing.

**Industries Served:** Healthcare/Life Sciences, Higher Education, Non-Profit

**Office Locations:** O'Fallon, MO

# K&A Partners



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**Phone:** (301) 654 7533

**Website:** [www.kapartners.com](http://www.kapartners.com)

**Firm Overview:** Founded in 1971, Krauthamer & Associates (K&A) is a retained executive search and advisory firm that specializes in building boards and senior executive teams for a diverse client base that includes Fortune 50's, large multinationals, middle market operating companies, government agencies and start-ups. K&A leverages extensive global networks and deep industry expertise in Aviation, Aerospace & Defense, Transportation, Private Equity, Financial Services and Technology to identify and vet high performing leaders.

**Industries Served:** Aerospace & Defense, Transportation, Financial Services, Healthcare/Life Sciences, Technology, Education, Non-Profit, Government, Consumer, Real Estate

**Office Locations:** Bethesda, MD

# Kaye/Bassman



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**Firm Overview:** Kaye/Bassman was founded in 1981 with a mission to positively impact companies and enhance careers by providing the best in professional, executive, technical and scientific search. They're different from other executive recruiting firms in that they Specialize by functional area, industry sector, position and geographic location; are Flexible in customizing our process, relationship and terms around the unique needs and expectations of their clients; provide an Array of Services ensuring their ability to handle any staffing challenge; and have earned a Track Record of success that enables their clients to gain a competitive advantage and candidates to advance their careers. Whether it is a single position or large-scale staffing initiative, their patented Client Focused Search™ approach delivers results. Kaye/Bassman have tenured teams specializing in banking, construction, food, education, energy insurance, healthcare and life sciences .

**Industries Served:** Construction and Real Estate, Life Sciences, Healthcare and Education, Insurance Brokerage and Banking, Energy

**Office Locations:** Plano, TX

# KEES/Alford Executive Search



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**Firm Overview:** KEES (formerly Alford Executive Search) is an executive search firm that builds diverse teams with dynamic leaders in the nonprofit and public sectors. A woman-owned and operated firm, KEES offers a full array of nonprofit consulting services including executive search, leadership development, interim staffing, and HR support.

Because we know the importance of leadership and staffing, each of our team members has served as a nonprofit staff leader, board member, and/or key volunteer. This experience, coupled with extensive training and years of consulting, gives our team the expertise and strategic ability to deliver our services to all segments of the nonprofit sector, including community-based service agencies, human serving enterprises, associations, foundations, healthcare entities, arts/culture organizations, faith-based and educational institutions, and senior living/aging communities.

Diversity, Equity, Inclusion, and Belonging are values held by KEES and are embedded in our philosophy, practices, policies, and commitments. Since the 1990s, leaders of the firm have promoted Diversity, then Diversity and Equity, then DEI, and today DEIB.

We are dedicated to addressing equitable recruitment with our executive search clients, and prioritizing equity, inclusion, and belonging (DEIB) in the workplace.

**Industries Served:** Faith Based, Foundations, Healthcare Services, Non-Profit, Public Entities, Higher Education

**Office Locations:** Naperville, IL

# Kennedy Executive Search



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**Firm Overview:** Kennedy Executive Search is a global network of locally owned Executive Search and Consulting boutique firms in Europe, The USA, Asia and Latin America. They conduct retained search assignments across the globe and offer a wide array of consulting services in our respective office destinations and regions. Kennedy Executive Search knows their local markets inside out and, thanks to their network of partners, offer a global perspective too.

**Industries Served:** Consumer, Financial Services, Industrial, Healthcare/ Life Sciences, Luxury, Technology

**Office Locations:** Brussels, Belgium

# Kensington International



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**Firm Overview:** At Kensington International they partner with you to answer your most challenging talent management questions. Their commitment to customized services, our global capabilities and their deep expertise across the talent management spectrum is unique and empowers clients to profit from the full synergy of our capabilities. Kensington International employs dedicated and experienced professionals to recruit, assess, coach, develop and effectively transition your people to assure their maximum contribution and career performance.

**Industries Served:** Professional Services, Industrial, Distribution, Manufacturing, Construction & Infrastructure, Healthcare/Life Sciences, Consumer, Financial Services

**Office Locations:** Oak Brook, Chicago

# Kestria



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**Firm Overview:** Kestria's reach currently spans 40+ countries and 90+ cities and counting; make them the world's largest alliance of boutique retained executive search firms. What sets them apart is their shared entrepreneurial spirit and drive to deliver excellence in executive search.

Wherever the location, whatever the industry, Kestria provides you with consistent first-class service. With globe-spanning connections and local knowledge you have a single point of contact for your international and local search requirements. They recognize that every search has differing requirements and tailor their approach to fit your needs.

Starting out as IRC Global Executive Search Partners in 1993, Kestria has been providing executive search services to major global companies and other organizations for almost 30 years. They've successfully completed 40,000+ searches for over 4,000 clients, serving everyone from game-changing start-ups to major global players.

50+ nationalities, 40+ languages spoken and 52% female-led businesses. This diversity enriches Kestria's awareness of cultural differences - and means they have every imaginable base covered with regards to industry, region and size of company.

**Industries Served:** Agribusiness and Agriscience, Financial Services, Consumer, Education, Energy, Infrastructure, Healthcare/Life Sciences, Industrial, Non-Profit, Professional Services, Real Estate, Technology

**Office Locations:** Helsinki, Finland

# Kevin Chase Executive Search



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**Firm Overview:** Kevin Chase Executive Search Group is a national consulting and executive search firm serving mission-based, non-profit organizations in the human services, social justice, healthcare philanthropy, education, and arts & culture sectors. In addition to highly customized search services, Kevin Chase Search partners with Boards, Search Committees, Senior Leadership Teams, and stakeholder groups on critical leadership transitions.

**Industries Served:** Non-Profit, Life Sciences/Healthcare, Higher Education

**Office Locations:** Los Angeles

# Kincannon & Reed



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**Firm Overview:** Food and agriculture: industries as unique as the people who lead them. And no one knows them like Kincannon & Reed does. Kincannon & Reed is a global executive search firm exclusively serving organizations within the food and agriculture industries. Their search professionals partner with you throughout the process. They ask questions, listen for understanding, and assess candidates from the informed perspective of former executives.

**Industries Served:** Food, Agriculture

**Office Locations:** Waynesboro, VA

# Kingsley Gate Partners



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**Firm Overview:** Kingsley Gate Partners is a global executive search firm that is private-equity backed, tech-enabled, and rapidly expanding worldwide. Kingsley Gate Partners leverages the structured interviewing approach of their Synchronous Fit® framework, deep industry insights of a world-class cadre of consultants, and state-of-the-art technology to deliver greater accountability, accuracy, velocity, and transparency, ensuring a lasting strategic fit between clients and placed executives.

**Industries Served:** Consumer Markets, Financial Services, Industrial, Life & Health Sciences, Professional Services, Technology, Human Resources, Financial Officers, Boards & CEOs

**Office Locations:** Global

# Kinsley|Sarn Executive Search



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**Firm Overview:** Kinsley|Sarn is a nationally recognized and client driven premiere executive search firm that has been in business for over 15 years helping clients achieve extraordinary performance through the identification, acquisition and integration of exceptional leadership talent. They are totally committed to exceeding their client's expectations and with exclusive partnerships and international presence, their capabilities know no boundaries.

**Industries Served:** Generalist

**Office Locations:** Indianapolis, Denver

# Korn Ferry



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**Firm Overview:** Korn Ferry is a global organizational consulting firm. The firm work with clients to design optimal organization structures, roles, and responsibilities. It helps them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

**Industries Served:** Generalist

**Office Locations:** Global

# Koya Partners | Diversified Search Group



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**Firm Overview:** Koya Partners, a part of Diversified Search Group, is the nation's premier search firm dedicated to mission-driven organizations.

Koya Partners | Diversified Search Group has conducted nearly 3,000 executive searches across the U.S. and around the world with a single goal: To advance our clients' missions by identifying and placing transformational leaders. The firm was founded in 2004 on the guiding principle that the right leader can transform an organization and have a deep and measurable impact on our world.

In 2019, Koya Partners became a Diversified Search Group company. Both firms were founded by women and have long track records of building diversity and equity internally and through their placements.

**Industries Served:** Arts and Culture, Higher Education, Social Justice and Advocacy, Environment and Conservation, Social Impact, Foundations and Philanthropy, Social Services

**Office Locations:** Boston, MA; Chicago, IL

# La Fosse Associates



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**Firm Overview:** Founded in 2007, La Fosse Associates is one of the fastest growing companies in Europe. Values-led, they offer executive search and recruitment services, partnering with businesses to help scale their teams from the board down. They were founded on the principle that it is best to treat people with care and respect, and La Fosse operates on the premise that a caring and collaborative culture is not only encouraged, but expected.

**Industries Served:** Private Equity, Technology

**Office Locations:** London, Amsterdam, New York, Los Angeles, Austin

# Lakeshore Human Capital



LAKESHORE HUMAN CAPITAL INC.

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**Firm Overview:** Founded in 2015, Lakeshore Human Capital Inc. (“LHCI”), has established a reputation among executive search providers for superior client satisfaction, comprehensive sector and functional knowledge, and senior partner involvement during all aspects of an assignment. Through a symbiotic understanding and relationship, they create and build loyalty with their clients on a long-term basis. They leverage LHCI’s big firm experience while incorporating an entrepreneurial, hands-on and customized approach, where their Partners are involved in every step of the search.

**Industries Served:** Financial Services, Energy, Infrastructure, Real Estate, Technology, Industrial, Retail

**Office Locations:** Oakville

# Lancer Group

THE **LANCER** GROUP

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**Firm Overview:** At The Lancer Group they guide Private Equity Partners, Boards, and Portfolio executives on critical CEO and C-Level hiring decisions when they can have the most impact - whether after an acquisition, in preparation of a liquidity event, or during a period of significant change. Their clients tell them that they help them “punch above their weight” and place executives they never thought they could attract.

**Industries Served:** Private Equity

**Office Locations:** La Jolla (CA), New York, Northbridge (MA)

# Lancor



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**Website:** [www.lancor.com](http://www.lancor.com)

**Firm Overview:** As a demonstrated leader in the Private Equity industry and many corporate sectors, Lancor serves investors, owners and board members at all stages of the investment cycle as they address complex and critical leadership challenges. With expertise in technology, media, telecommunication, consumer and more, they're a team of executive search experts who hold a deep knowledge of the industries they serve.

**Industries Served:** Financial Services, Cyber Technology, Consumer

**Office Locations:** Brussels, Cleveland, Dubai, London, New York, Lake Tahoe

# Lapham Group



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**Phone:** (212) 599-0644

**Website:** [www.thelaphamgroup.com](http://www.thelaphamgroup.com)

**Firm Overview:** The Lapham Group, Inc. is a leading boutique retained executive search firm with a 20+ year track record of success in global insurance and diversified financial services (to include private equity, venture capital, asset management, financial advisory). Searches include Board of Directorship, President/CEO/General Management and multifunctional engagements conducted across North and South America, Europe, Asia and the Far East.

**Industries Served:** Insurance & Financial Services

**Office Locations:** New York

# Leaders International Executive Search



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**Website:** www.leadersinternational.com

**Firm Overview:** Leaders International combines the extensive experience of Davies Park Executive Search (est. 1989), Higgins Executive Search (est. 1999), and Leaders International (est. 2008). In 2018, these three firms came together to form one of the most leading, innovative, and trusted executive search firms in Canada.

**Industries Served:** Energy & Resources, Construction & Development, Manufacturing, Financial Services, Professional Services, Life Sciences & Biotechnology, Higher Education, Non-Profit, Technology, Media & Telecommunication, Consumer, Luxury Goods, Diversity

**Office Locations:** Montreal, Ottawa, Toronto, Winnipeg, Saskatoon, Calgary, Edmonton, Vancouver

# Leathwaite

LEATHWAITE

**Key Contact:** Andrew Wallace, Partner

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**Phone:** 44 207 151 5151

**Website:** www.leathwaite.com

**Firm Overview:** At Leathwaite, we partner with our clients globally to find the exceptional leadership talent they need to drive transformation and business value.

We've spent the last 20 years partnering with CEOs, Boards and Executive Committees finding the very best talent across the full spectrum of corporate officers. From technology, HR, finance, and operations to marketing, commercial, risk, regulatory and legal we focus on providing diverse and forward thinking talent that will lead and instil meaningful change. The team delivers a range of executive search, executive interim, and market intelligence services.

**Industries Served:** Consumer Markets, Healthcare and Life Sciences, Financial Services, Industrials, Private Equity and Venture Capital, Professional Services, Real Estate, Technology

**Office Locations:** Dallas, Hong Kong, London, New York, Singapore, Toronto, Zurich

# Legacy Bowes Group



**Key Contact:** Paul Croteau, Managing Partner

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**Phone:** (204) 947-5525

**Website:** www.legacybowes.com

**Firm Overview:** Legacy Bowes is an organizational consultant company with experts who specialize in Human Resources, Executive Search, and leadership training in a wide variety of topics. The legacy behind the company began with Barbara Bowes and the establishment of the Bowes Leadership Group in 1984. With the mantra of “helping leaders lead”, Barbara quickly became known as a Human Resources guru, bringing forth the growth of the business and its reputation.

**Industries Served:** Generalist

**Office Locations:** Winnipeg

# Legacy Executive Search Partners



**Key Contact:** Paul Crath, Managing Partner

**Email:** paul.crath@lesp.ca

**Phone:** (416) 814-5809

**Website:** www.lesp.ca

**Firm Overview:** Legacy Executive Search Partners is a leader in identifying and engaging executive talent to help your company or organization flourish. Legacy Partners is built on a solid foundation of their 50+ years of professional experience as the former PricewaterhouseCoopers Executive Search team. Legacy Partners draws on this over half-century track record of professionalism in providing strategic thinking and staffing for success - just what you would expect from a firm with deep roots in management consulting and business strategy.

**Industries Served:** Education, Financial Services, Healthcare, Manufacturing, Government, Non-Profit, Professional Services, Retail

**Office Locations:** Toronto

# Legacy Medsearch



**Key Contact:** Paula Rutledge, President

**Email:** Paula@legacymedsearch.com

**Phone:** (407) 898-4440

**Website:** www.legacymedsearch.com

**Firm Overview:** Legacy MedSearch, founded in 2005 was named a Forbes America's Best Executive Recruiting Firms in 2019, 2020, and 2021, a distinction awarded to the top 200 search firms out of 20,000 in the U.S. With a strong track record of over 30 years in the MedTech industry, clients and candidates alike receive the personalized attention and service of a small business, coupled with the robust resources of a large firm.

**Industries Served:** Medical Device and Healthcare Technology

**Office Locations:** Orlando

# LHH Knightsbridge



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**Phone:** (416) 928-4577

**Website:** www.lhh.com

**Firm Overview:** LHH Knightsbridge Search professionals are experts in finding, assessing and delivering transformational talent to meet both the permanent and interim leadership needs of clients. They help companies simplify the complexity associated with transforming their leadership and workforce, so they can accelerate results, with less risk.

**Industries Served:** Generalist

**Office Locations:** Toronto

# LifeSci Partners

LIFE**SCI** PARTNERS

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**Website:** [www.lifescipartners.com](http://www.lifescipartners.com)

**Firm Overview:** LifeSci Search is the global executive recruitment division of LifeSci Partners that operates exclusively in the biotechnology, pharmaceutical, and healthcare sectors.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** New York, London

# Lindauer



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**Firm Overview:** Lindauer is proud to be one of the world's leading retained executive search firms focused on nonprofits, ranked in the top 30 of America's Best Executive Search Firms by Forbes, the WOC Top 10 Search Firms for Women of Color list, and Hunt Scanlon's Top 50 Executive Search Firms, HR/Recruiting Diversity Power 65, Top 60 Nonprofit Recruiters, and Top 40 Higher Education Firms lists. Since its founding 25 years ago, Lindauer has grown into a global firm serving education, health, arts, policy, foundation, and charity organizations throughout the United States and across four continents.

**Industries Served:** Academic Medicine, Healthcare, Science + Health-Related Charities; Education; Advocacy, Policy + Social Enterprise; Arts + Culture; and Faith-Based

**Office Locations:** Arizona, California, Florida, Georgia, Illinois, Maine, Maryland, Massachusetts, New York, North Carolina, Ohio, Tennessee, Texas, and Washington, D.C.

# Lochlin Partners



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**Phone:** (703) 584-3210

**Website:** [www.lochlinpartners.com](http://www.lochlinpartners.com)

**Firm Overview:** Lochlin Partners is a world-class retained executive search firm that helps leading organizations find the best C-Level and other senior level talent. Their clients receive the experience, resources and results of large, global search firms in a setting that allows ongoing and intimate involvement to drive every stage of the search process. Their model was designed to deliver quality results by a process that is more detailed, collaborative, transparent and timely than the large firm model allows.

**Industries Served:** Government Affairs, Financial Services, Technology, Healthcare/Life Sciences, Not-for-Profit, Trade and Membership Associations

**Office Locations:** Reston, VA

# Lock Search Group



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**Firm Overview:** Lock Search Group was founded in 1983 by Richard Lock, who still leads the company as President and CEO. With more than 30 Recruitment Consultants and Associates on staff, LSG takes great pride in delivering a true national solution. Many of LSG's clients have offices in the U.S., and many of their American clients have Canadian divisions. LSG is able to provide a seamless service to all.

**Industries Served:** Healthcare/Life Sciences, Consumer, Industrial, Technology, Professional Services, Automotive, Cannabis, Construction, Engineering, Food Service, Human Resources, Legal, Renewable Energy, SaaS

**Office Locations:** Boston, Calgary, Edmonton, Halifax, Moncton, Montreal, Ottawa, Quebec City, Saskatoon, Toronto, Vancouver, Winnipeg

# Loring Group



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**Firm Overview:** The Loring Group is a retained executive search firm focused on the Technology, Consumer Products, Life Sciences, and Financial Services industries. The Loring Group have recently completed VP and C-level searches in Finance, Sales, Information Technology, Engineering, and Human Resources. Their partners were leaders in business before becoming recruiters and have operating expertise in their industries. The Loring Group have their own in-house research and operations team like larger firms, but their senior partners actually do the work on search assignments versus handing them off to others.

**Industries Served:** Generalist

**Office Locations:** San Francisco, Reno (NV)

# LPA Search Partners



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**Firm Overview:** LPA Search Partners excels at finding exceptional talent at the intersection of content, services and technology. This women-owned firm led by industry veterans Willa Perlman and Anna McCormick Kelch offers expertise in the following industry verticals: Education, EdTech and Knowledge Services; Information Services & SaaS; Digital Media & Publishing; Data Analytics; Healthcare IT & Services, Professional Services; Non-Profit; and Board of Directors. LPA specializes in searches for C-level executives and their direct reports.

**Industries Served:** Digital & Media Services, Higher Education, Technology, Healthcare/Life Sciences, Non-Profit, Professional Services, SaaS

**Office Locations:** Chicago

# Lyneer Search Group



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**Firm Overview:** For over 25 years, Lyneer Search Group has been partnering with great businesses that they can help to build and grow. Lyneer Search Group has deep relationships with a limited number of clients allowing them to support the needs of those clients' entire finance organization. Ultimately, they aspire to make a positive impact on the businesses and employees that they serve. Lyneer Search Group has unparalleled talent and growth strategies for recruitment and executive search businesses.

**Industries Served:** Insurance, Healthcare/Life Sciences, Financial Services

**Office Locations:** New York, Philadelphia

# MacDonald Search Group



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**Phone:** (604) 687-6464

**Website:** [www.macdonaldsearchgroup.com](http://www.macdonaldsearchgroup.com)

**Firm Overview:** Having integrity, building and sustaining lasting partnerships, and providing value to the companies and people they work with is at the core of everything they do. MacDonald Search Group's focus on quality service and the pursuit of excellence is driven by their relationships with clients and candidates, which they value more than anything.

**Industries Served:** Consumer, Food Services, Cannabis, Manufacturing, Professional Services, Industrial, Energy, Human Resources, Financial Services

**Office Locations:** Vancouver, Calgary, Edmonton, Toronto, Halifax, Moncton

# Madison Wells



**Key Contact:** Alex Bell, Managing Director

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**Website:** www.madisonwells.com

**Firm Overview:** Madison Wells is an executive search firm specialized in the recruitment of market research insights and advanced analytics executives. We have a combined 30+ years of recruitment experience; our approach is designed to give our client partners what they want most out of their search firm partner: a dedicated, transparent, accountable, comprehensive recruitment effort to ensure their success. Our clients include consumer facing brands, agencies, and consultancies nationwide.

**Industries Served:** Market Research Insights, Advanced Analytics, Quantitative Marketing Professionals

**Office Locations:** HQ in Chicago with regional presence nationwide

# Magruder Executive Search



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**Firm Overview:** Magruder Executive Search is an execution focused retained executive search firm. 80% of their work is for private equity firms and growth oriented public companies. As a generalist firm, their ability to work nationally across sectors is unique. Coming out of the downturn of 2008, the growth of private equity firms exploded. Magruder recognized the need for entrepreneurial leaders and managers within private portfolio companies who shared a similar appreciation for operating with a sense of urgency.

**Industries Served:** Generalist

**Office Locations:** Fort Worth, Houston

# MalinHughes

**MALINHUGHES**

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**Firm Overview:** MalinHughes is a Chicago based executive search firm with over 50 years of recruitment experience from the leadership team. Their transparent approach to the process has built long lasting client relationships across the industries they serve. MalinHughes utilizes a shared platform allowing their clients to see progress throughout each search and share market insights. Each project is different, so every search requires a custom solution. Their clients often times have high volume recruitment needs and MalinHughes has a line of business that supports growth clients to maximize hiring efficiencies and minimizing cost.

**Industries Served:** Financial Services, Healthcare/Life Sciences, Industrial, Consumer, Technology

**Office Locations:** Chicago

# Mandrake



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**Firm Overview:** Founded in 1971, Mandrake is one of Canada's top 10 executive search firm by revenue with offices in Toronto, Montreal and Chicago as well as a network of partners globally in 25 countries. Mandrake has unique processes to reduce hiring risks in addition to proprietary guided onboarding support to accelerate time to contribution for an incoming executive and complement the client's integration process. Mandrake's results are an equal dose quantitative and qualitative; time tested and proven with 10,000 completed searches; 90% of search engagements are from repeat clients; >50 clients for whom more than 100 searches have been completed. Each search is led by a senior leader with either deep industry or functional expertise to fit the mandate. Mandrake is also deeply committed to DEI.

**Industries Served:** Advertising & Media, Consumer, Financial Services, Healthcare/Life Sciences, Government, Non-Profit, Professional Services, Engineering & Construction, Travel & Hospitality, Industrial

**Office Locations:** Montreal, Toronto

# Marlin Hawk



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**Firm Overview:** For 20 years, Marlin Hawk has been helping organisations around the world to secure their new generation of leaders. Serving clients from multiple locations, Marlin Hawk is a connected global team with a shared and common purpose. Staying at the forefront of industry trends and changes, Marlin Hawk provides clients with the world's leading and most positively disruptive transformative talent. With unrivalled research and strategic intelligence, Marlin Hawk is thoughtfully developing a science behind the art of executive search. Committed to diversity, Marlin Hawk believes in providing clients with pragmatic, long term and impactful solutions to make the executive world a more inclusive place.

**Industries Served:** Financial Services, Healthcare, Consumer, Media, Entertainment & Sports, Industrials, Telecommunication, Technology, Private Equity, Professional Services

**Office Locations:** London, New York, Denver, Toronto, Dubai, Hong Kong, Singapore

# Martyn Bassett Associates



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**Firm Overview:** Martyn Bassett Associates' mission is to help software and technology companies scale from startup and early-stage to successful enterprises by helping them build strategic teams that drive growth and revenue. Over the past 20 years, they have built a robust network of the most highly rated Product, Sales, Marketing, Customer Success & Engineering leaders in the North American tech scene. These are the game changers and thought leaders who build winning teams, transform functions, and drive revenue.

**Industries Served:** Technology

**Office Locations:** Toronto

# Massey Henry



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**Firm Overview:** Massey Henry was created to bring a fresh approach to executive recruitment, with a focus on urgent, transformational roles within the financial services sector, as well as supplementary coaching, assessment, and advisory services.

The firm is driven by their core values of trust, transparency, innovation, and active engagement, and is led by an experienced leadership team with more than 70 years of combined search and financial services expertise. Uniquely, Massey Henry is also able to leverage the network and expertise of its esteemed Advisory Board, made up of distinguished leaders within the financial services and public sectors, including representation from global institutions such as the Bank of Montreal.

With a proven track record of placing diverse talent in key leadership positions, Massey Henry embraces an agile and technology-driven approach to help appoint senior executives for financial services institutions across North America.

**Industries Served:** Financial Services, Diversity

**Office Locations:** Toronto, Calgary

# McCormack + Kristel



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**Firm Overview:** McCormack + Kristel is a national retained executive search firm providing executive and board search consulting services to mission-driven nonprofit and philanthropic organizations. The firm was founded with an enduring commitment to diversity, equity and inclusion and is proud to be one of the nation's leading diversity-focused search firms supporting client organizations to build justice-centered leadership teams.

The privately held, partner-led practice is certified diversity-owned and a proud member of the Network of Nonprofit Search Consultants. The firm is ranked on the 2022 Forbes Best Executive Search Firms list, and on Hunt Scanlon's Top 50 Nonprofit Search Firms, HR/Diversity Recruiting Power 65, and Distinguished Leaders in Executive Search lists.

**Industries Served:** Nonprofits and foundations with a focus on advocacy, education, social justice, healthcare, and human service organizations

**Office Locations:** California, New York, Tennessee, Texas, Virginia

# McCormick Group



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**Firm Overview:** The McCormick Group (TMG) is a national executive search and consulting firm that is the largest independent executive search firm in the Washington, DC metropolitan area. Since 1974, we have delivered highly-qualified candidates to fill client needs for strategic hires from the executive suite and mid-management across all functional disciplines. We are the market leader in searches pertaining to the Washington, DC, region, including industries tied to the federal government.

**Industries Served:** Law and Government Affairs, Government Contracting, Technology, Real Estate, Construction and Property Management; Not-for-Profits and Associations; Life Sciences and Health Care; Finance, Accounting and Investment Services; Talent and Human Resources; Marketing, Communications and Business Development.

**Office Locations:** Arlington, VA

# McDermott + Bull



**Key Contact:** Rod McDermott, CEO

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**Firm Overview:** Leveraging deep vertical experience, innovative thinking, and proven time-saving methodologies, McDermott + Bull challenges the norm and thrives in the recruitment of difficult-to-find VP to C-Suite executive talent. They value a personalized service model while having the resources and capabilities of the world's largest search firms. With experienced partners in the United States, Canada, and Europe, they are the trusted retained search advisor for empowering change on behalf of private and public companies, nonprofit organizations, private equity firms, and their operating companies.

**Industries Served:** Aerospace + Defense; Consumer Brands; Education, Nonprofits, + Public Entities; Financial Services; Healthcare + Life Sciences; Industrial, Manufacturing, + Distribution; Private Equity; Real Estate; and Technology

**Office Locations:** United States, Canada, and Europe

# McIntyre Associates



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**Firm Overview:** McIntyre Associates is an executive search firm specialized in recruiting for the cybersecurity industry. Since 2001, they have interfaced with thousands of executives across virtually every cybersecurity subsector as the space has evolved. McIntyre Associates' clients range from venture capital backed startups to Fortune 100 companies.

**Industries Served:** Cybersecurity

**Office Locations:** Connecticut

# MedTech Executive Search



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**Firm Overview:** MedTech Executive Search is a boutique full-service retained search firm that has earned recognition by Forbes as Americas Best Executive Recruiting Firms. Being a boutique retained search firm, they personalize and tailor each search knowing that one size does not fit all. In fact, they invest in attending all of the major Medical Device conferences in order to get to know the Executives personally. They have a very deep network with long-term relationships that allow them unique access to top talent.

**Industries Served:** Medical Technology

**Office Locations:** Nashville

# Merritt Hawkins



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**Firm Overview:** Merritt Hawkins is considered one of the nation's most recognized physician recruiting firms. Their full-service, permanent physician search firm specializes in recruiting and placing top physicians and advanced practitioner talent in jobs across the country. Because Merritt Hawkins is solely dedicated to healthcare recruitment and physician job search, they have developed a methodology that results in the placement of the highest quality clinicians and physician leaders across the full spectrum of healthcare delivery systems.

**Industries Served:** Physician Recruiting

**Office Locations:** Dallas, Roswell

# Michael Page Canada



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**Firm Overview:** Michael Page is one of the world's leading professional recruitment consultancies, specializing in the placement of candidates in permanent, contract, temporary and interim positions with clients around the world. Their business was established in Canada in 2005 when they opened their Toronto office. Michael Page's role is to work with employers and job seekers to facilitate a successful match. This can range from advising a global company on a candidate sourcing strategy to helping a job seeker find their dream job.

**Industries Served:** Financial Services, Digital & E-Commerce, Engineering & Manufacturing, Professional Services, Human Resources, IT, Oil & Gas, Property & Construction

**Office Locations:** Montreal

# Miles Partnership



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**Firm Overview:** The Miles Partnership is an executive and board level search, interim management and leadership consulting firm which has maintained its position at the top of the profession for over 20 years. The firm built its success on delivering results across a diverse range of industry sectors and functions, both in the U.K. and globally. As the business has grown, it has not lost its personal touch and determination to succeed. Their business focus is to recruit talent and provide leadership consulting to enable your organisation to excel.

**Industries Served:** Generalist

**Office Locations:** London

# Millard Group



**Key Contact:** Paul Millard, Managing Partner

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**Firm Overview:** There's a massive shift in time to market - the speed and pace to build next generation technology companies is accelerating at an unprecedented rate. The Millard Group helps their clients gain a competitive advantage by partnering with them to build world class organizations disruptively fast.

**Industries Served:** Fintech, Industrial Tech, Marketing Tech, Sales Tech, Networking & Cloud Infrastructure, Cybersecurity

**Office Locations:** Middletown, CT

# Miller Black Associates



Miller Black  
Associates

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**Firm Overview:** Miller Black was founded in 2010 by Joanna Miller around the principle of limited client engagements underway at any one time. This allows the team at Miller Black to offer flexible, efficient, and cost-effective services without compromising the quality and professionalism offered by top global firms.

**Industries Served:** Human Resources, Diversity

**Office Locations:** Asheville, NC

# Minority Executive Search



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**Firm Overview:** Minority Executive Search has assisted their clients gain this competitive edge by developing a culturally diverse workplace that includes professional minorities and women at all levels. In today's global economy, a diverse workforce provides a tremendous competitive advantage. World-class organizations are distinguishing themselves with people who have different backgrounds, ideas and perspectives.

**Industries Served:** Human Resources, Diversity

**Office Locations:** Cleveland

# Mirador Talent Consulting



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**Firm Overview:** Mirador Talent Consulting understand the challenges that professional services firms encounter related to senior and executive level recruitment. They're invested in identifying talent who can grow your firm and lead it into the future. Given the importance of organizational dynamics when it comes to selecting new leaders for your firm, Mirador Talent Consulting recruiting process begins with carefully understanding your culture and organizational goals.

**Industries Served:** Human Resources

**Office Locations:** Gwynedd Valley, PA

# Miramar Global Executive Search, LLC



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**Firm Overview:** Miramar Global is a leader in executive search and talent acquisition. We help the greatest companies fulfil their ambitions by providing world-class talent. Serving the most innovative companies in the world across technology, automotive, science, industrial and consumer markets, we combine deep commercial insight with leading edge head hunting capabilities to deliver high performing talent that sets our clients apart.

Operating from our offices in North America, the UK, Zurich and Singapore, we deliver a unified global service. We are future-focussed change-makers, playing an important part in making tomorrow better than today. Businesses hire us to identify, assess and recruit world-class leadership teams that will future-proof their business, whilst driving continued success and growth. We assist our customers to outpace their competition through delivering executive teams with a combination of diversity, creativity, technical prowess and commercial rigour. Our goal is to deliver innovative talent solutions that challenge thinking, whilst bringing creativity and effectiveness in a recruitment process.

**Industries Served:** Energy, Telecoms, Media & Technology, Life Sciences, Industrial

**Office Locations:** Richmond, Philadelphia, Singapore, Zürich

# Mirams Becker



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**Firm Overview:** In 2020, Penny Mirams and Hayley Becker formed Mirams Becker, a retained healthcare executive search firm, following successful careers building a healthcare practice within a global firm. Mirams Becker was born with a single vision – to provide their clients with the highest level of service and customization. Penny and Hayley selectively limit the number of engagements that they manage to ensure a high touch and tailored working partnership with their clients.

**Industries Served:** Healthcare

**Office Locations:** Toronto

# Modern Executive Solutions



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**Website:** [www.modernexecutivesolutions.com](http://www.modernexecutivesolutions.com)

**Firm Overview:** Modern Executive Solutions is an executive search and integrated advisory solutions firm committed to increasing the diversity and inclusive culture of boardrooms and leadership teams globally. Functionally focused and with a cross industry lens, the firm finds the emerging and diverse talent other firms do not. Every search is underpinned with exceptional market intelligence and includes assessment and 100-day coaching. As a purpose driven and socially responsible organization, >10% of profits are given to charity.

**Industries Served:** Consumer, Financial Services, Industrial, Private Equity, Sports, Media & Entertainment, Technology

**Office Locations:** Atlanta, London, Los Angeles, New York

# Mogul

# Mogul

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**Firm Overview:** Mogul's vision is to unlock the world's greatest potential. As a high-growth innovator in the \$200 billion recruitment and HR technology markets, Mogul partners with the Fortune 1000 and the world's fastest-growing companies to attract and advance top, diverse talent for executive and board-level roles worldwide. Long-time clients include Anheuser-Busch, Bain & Co., The Hershey Company, The Honest Company, Shopify, Stanley Black & Decker, United Healthcare, and many more.

**Industries Served:** Diversity, Executive Search, Human Resources, Aerospace/Defense, Automotive, Consumer, Generalist, EdTech, FinTech, Energy, Financial Services (Banking, Insurance/InsureTech, FinTech, and Private Equity), Hospitality, Healthcare/Life Sciences, Industrial, Media/Entertainment, Natural Resources, Professional Services, Retail, Technology

**Office Locations:** New York

# Momenta Partners



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**Firm Overview:** Momenta is the leading Digital Industry Executive Search firm. They're deep industry practitioners, having placed over 250 exceptional leaders at Fortune 100 companies and venture-backed startups, in all continents and across all functions. Recognized as top 40 cyber security and technology recruiting specialists globally for the industrial sector, they are uniquely positioned to accelerate your digital leadership, teams and programs.

**Industries Served:** Digital across Agriculture, Energy, Manufacturing, Mobility, Smart Buildings, Supply Chain, Transportation and Utilities

**Office Locations:** Grenoble, London, Munich, Zurich, Atlanta, Austin, Boston, Denver, New York, San Francisco, Seattle

# The Moran Company



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**Firm Overview:** The Moran Company is an executive search firm that works exclusively with nonprofit organizations, foundations, and associations. It specializes in conducting regional and national searches to recruit nonprofit CEOs, Executive Directors, senior-level Fundraising/Development staff, and other key leadership positions. The Moran Company is known for its highly experienced recruiting team, which is made up of nonprofit leaders across a variety of sectors who have held the positions for which they now recruit. Their talent networks extend from coast to coast, and they conduct extensive personal outreach for each unique search to build qualified and diverse candidate pools. The Moran Company's customized search process has been refined throughout the past 25 years to ensure successful hires and smooth leadership transitions. Best of all, its service is guaranteed.

**Industries Served:** Non-Profit

**Office Locations:** Based in Kansas City, The Moran Company conducts searches nationwide with consultants working remotely in multiple states.

# Morant Executive Search



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**Firm Overview:** Morant Executive Search brings together experienced leaders in senior management and thematic specialists with innovative companies. They help companies to recruit functional experts and specialists who have the ability to merge business, analytics and technology. They match the values, skills and motivation of candidates with the corporate culture. Because only when the right people with the right attitude come to a company will real added value arise.

**Industries Served:** Generalist

**Office Locations:** Zürich

# Morgan Samuels Company



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**Firm Overview:** Morgan Samuels Company is team of diverse leaders from multiple disciplines on a mission to place the best and brightest in industry-leading roles. They're re-defining how their industry approaches executive search. Rather than simply filling roles, their team pinpoints a client's specific needs and leverages their vast network to scour the entire talent market. Using their proprietary assessment tools, they deliver candidates who are both a great business and cultural fit for the organization.

**Industries Served:** Aerospace & Defense, Government, Professional Services, Consumer, Digital Media & Entertainment, Energy & Natural Resources, Engineering & Construction, Financial Services, Healthcare/ Life Sciences, Industrial, Technology

**Office Locations:** Nashville, San Francisco

# Myers McRae



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**Firm Overview:** Myers McRae conducts national and international searches for higher education, not-for-profit organizations, corporations and businesses, and governmental agencies. Over the past four decades, Myers McRae has earned a reputation for excellence, consistently identifying and recruiting outstanding leaders. Clients express their appreciation for the value Myers McRae provides coupled with access to knowledgeable counsel from consultants throughout the search process.

**Industries Served:** Higher Education, Non-Profit, Government

**Office Locations:** Macon, GA; Atlanta, GA; Nashville, TN

# N2Growth



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**Firm Overview:** N2Growth is a global leader in executive search and leadership advisory services specializing in Board, C-level, and Senior Executive assignments. Consistently ranked as a Top Executive Search Firm by Forbes, N2Growth serves more than 50 markets across The Americas, EMEA, and APAC.

**Industries Served:** Agriculture, Consulting, Cyber, DE&I, Education (Higher Education and EdTech), Energy, Financial Services (Banking, Insurance/InsureTech, FinTech, and Private Equity), Government, HealthCare, Industrial, Life Sciences, Media/Entertainment, Natural Resources, Non-Profit (NGOs and Social Impact), Professional Services, Retail (CPG, Ecomm), Technology.

**Office Locations:** Global

# Napier Executive Search



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**Firm Overview:** Higher education faces new challenges: navigating unparalleled disruption and leading into new opportunities. Today's colleges and universities require enrollment leaders who offer data expertise, insight, inspiration, and collaboration. Napier Executive Search will articulate a vision for a successful search, create a roadmap and embolden your organization with the right enrollment leader.

**Industries Served:** Higher Education

**Office Locations:** DeLand, FL

# Naughtin Group



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**Firm Overview:** With extensive global retained search success, Naughtin Group excels at delivering high-performing leaders that elevate company performance. They combine the personal attention of a boutique firm with the strategic expertise, in-house resources and national reach of a larger organization, enabling them to present top-performing candidates that align with your corporate culture and long-term business needs. An ongoing commitment to the recruitment and placement of diversity candidates is core to the Naughtin Group.

**Industries Served:** Advanced Technology & Multimedia, Aerospace & Defense, Agribusiness, Automotive, Consumer, Hospitality, Financial Services, Industrial, Infrastructure & Sustainability, Healthcare/Life Sciences, Professional Services

**Office Locations:** Minnetonka, MN

# New Frontier Search Company



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**Firm Overview:** With this distinct differentiator and benefit, Dr. Russ Riendeau and his boutique practice, New Frontier Search Company, deliver unique integration of applied behavioral science tools, coupled with proven executive search practices. These advantages boost success rates, insure accurate metrics around candidate and position compatibility.

**Industries Served:** Generalist

**Office Locations:** Lake Barrington, IL

# Newey & Co.



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**Firm Overview:** Newey & Co. are diligent, nimble, client-focused financial recruitment experts. Equal parts veteran capital-markets professionals and seasoned, financial services recruiters, they have arguably the deepest knowledge of Canadian financial markets recruitment in the business. Newey & Co. provide bespoke recruitment service to clients of all sizes and areas of financial specialty, at all seniority levels.

**Industries Served:** Financial Services

**Office Locations:** Toronto

# Newport Group



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**Firm Overview:** The Newport Group is an executive search and consulting firm, founded in 1995, specializing in the recruitment and placement of technical and senior management positions within the Construction, Homebuilding, Land Development, and Environmental Services industries. Using a proprietary and proven recruiting method developed over decades of executive search experience, The SMART Search Process™, The Newport Group works closely with its clients to understand their business situations and ensure that the qualifications, goals and passions of its candidates result in successful, long-lasting relationships for all parties involved.

**Industries Served:** Homebuilding, Multifamily Development, Land Development, Commercial Development, Utilities, Commercial Construction, Utility Construction, Pipeline Construction, Oil Field Services, Oil and Gas Exploration and Production and Renewable Energy including Solar, Wind and Battery Development

**Office Locations:** Headquartered in Encinitas, California and maintains an office in Orange County, California. Recruiting services available nationwide.

# NGS Global



NGS GLOBAL

AMERICAS • EUROPE • ASIA-PACIFIC • AFRICA • MIDDLE EAST

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**Firm Overview:** With offices across the Americas, Europe, Asia Pacific, Africa and Middle East, NGS Global provides the extensive resources of major global executive search firms along with high-touch service, accelerated completion cycles and superior candidate access made possible by a mid-sized platform without external shareholders. Through their commitment to industry expertise, cultural knowledge and partner-led search execution, they deliver exceptional value to their clients.

**Industries Served:** Generalist

**Office Locations:** Global

# Nolan Partners



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**Firm Overview:** Nolan Partners was founded in 2006 to address the gap in the market for an Executive Search firm focused wholly and exclusively on working with clients in sport, entertainment and related sectors, to help them find executives for business leadership roles. Since then, they have established an unrivalled reputation across the industry in fulfilling senior executive and board level recruitment mandates in a timely and innovative manner.

**Industries Served:** Sports Media & Entertainment

**Office Locations:** London, Dallas, New York City

# Norman Broadbent

NORMAN BROADBENT  
BOARD | SEARCH | INTERIM | CONSULTING | INSIGHT | SOLUTIONS

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**Firm Overview:** As a Group Norman Broadbent are structured around specific industry and functional hubs enabling a strong client focus. This benefits their clients significantly as it enables deep and specific market expertise. Norman Broadbent's solutions-driven approach helps clients make choices which are right for them ensuring optimal outcomes. This approach has made them more progressive, more integrated, and more relevant in today's market.

**Industries Served:** Industrial, TMT, Consumer, Healthcare/Life Sciences, Financial Services

**Office Locations:** London, Knutsford (UK)

# Northwind Partners



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**Firm Overview:** NorthWind Partners was formed in 2005 to assist investors, boards, and the C-Suite in advancing strategic and tactical initiatives by successfully addressing and solving near-term leadership and organizational challenges. They are the leading global advisory at the intersection of private equity and heavily government-influenced markets as well as an investor (GP & LP) with clients in assets across their industries of expertise.

**Industries Served:** Aerospace, Defense, Government, Healthcare, Industrials/Manufacturing, Software, Technology, Tech-Enabled Services

**Office Locations:** Nashville, Washington D.C.

# NPAworldwide



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**Firm Overview:** NPAworldwide is a network of independent recruitment firms working cooperatively to fill talent needs locally, regionally, and internationally. The network is owned by its members, so each firm is vested in the long-term stability and success of the network. NPAworldwide members recruit in virtually every occupational and industrial niche. Some are functional specialists, even micro-specialists. Others work in vertical markets. There are also generalist firms that have a broad knowledge base and are able to support clients for a variety of hiring needs. Founded in 1956 to compete against large franchised organizations, NPAworldwide is a global network.

**Industries Served:** Advertising, Agriculture, Apparel, Automotive, Banking, Biotechnology, Chemicals, Construction, Education, Energy Engineering, Enterprise, Financial, Government, Healthcare, Insurance, Media, Non Profit, Pharmaceuticals, Retail, Small Businesses, Telecom, Wireless, Accounting, Cybersecurity, Fin Tech, Legal, Manufacturing, IT/Technology, Transportation and Supply Chain

**Office Locations:** 550+ Worldwide

# NuBrick Partners



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**Firm Overview:** NuBrick Partners, an MPI Company, is a leadership development firm with a team comprised of highly trained psychologists and organizational development experts who provide an integrated, systemic approach to talent management. Their support encompasses the board, C-Suite and senior leadership team development, succession planning, executive selection assessment, and new leader installation across all industries as well as executive physician leadership within the healthcare industry. The Companies of MPI include: Furst Group, healthcare executive search; NuBrick Partners, leadership development; Salveson Stetson Group, retained executive search.

**Industries Served:** Business Services, Professional Services, Consumer, Sport, Entertainment, Education, Financial Services, Healthcare & Life Sciences, Industrial, Public & Nonprofit, Technology & IT Services, Supply Chain, Logistics, Manufacturing, Retail, Consumer Packaged Goods, Transportation, Healthcare, Energy, Mining, Engineering, Private Equity

**Office Locations:** Rockford (IL), Phoenix, San Francisco, Chicago, Minneapolis, St. Louis, Radnor (PA), Brentwood (CA), Irving (NJ), Seattle, Washington

# Odgers Berndtson



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**Firm Overview:** Odgers Berndtson is a global executive search, interim management, talent assessment and leadership development firm. Odgers Berndtson's executive search teams develop a comprehensive understanding of clients' organizations and goals, to deliver personalized talent consulting and strategic placements. The firm's collaborative and innovative approach drives the acquisition, retention, and development of winning executive leadership teams.

**Industries Served:** Business Services, Professional Services, Consumer, Sport, Entertainment, Education, Financial Services, Healthcare & Life Sciences, Industrial, Public & Non Profit, Technology & IT Services, Aerospace, Defense, & National Security and Energy

**Office Locations:** Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Czech Republic, Denmark, Finland, France, Germany, India, Ireland, Japan, Luxembourg, Mexico, Netherlands, Peru, Portugal, Scotland, Singapore, Spain, South Africa, Sweden, Switzerland, Turkey, Ukraine, UAE, UK, USA, Uruguay, Wales

# Omerta Group



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**Firm Overview:** The Omerta Group (TOG) is a market leading global Executive Search firm. Our clients include Investment Banks, Investment Managers, Private Equity, Hedge Funds, Quantitative Trading Platforms, Exchanges, Sovereign Wealth Funds, Commodity Trading Houses and firms within the Digital Asset & Blockchain ecosystem located across Asia, Europe and The Americas.

**Industries Served:** Asset Management, Commodities, Corporate Functions, Digital Assets, Equities, Fixed Income & Foreign Exchange, Hedge Funds, Investment Banking & Private Markets, Systematic Markets, Technology

**Office Locations:** London, Hong Kong, New York

# ON Partners



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**Firm Overview:** Since 2006, ON Partners is the only pure-play retained executive search firm building diverse C-level and board leadership teams across industries and functions. With offices across the country, we rebuilt the institution of executive search for the way you work.

Our approach to executive search is untraditional – by choice. We got rid of playbooks, outdated practices, and unnecessary layers. Our approach includes present partners who are with you from the first brief to the final decision, individually crafted solutions that are unique to each client, and an easier experience all around.

Named by Forbes as one of America's Best Executive Recruiting Firms and to the Inc. 500/5000 Lists nine times, the firm is consistently ranked among the top 20 retained executive search firms in the U.S.

Untraditional by Choice. Original by Design. Since 2006.

**Industries Served:** Technology, Consumer Products & Services, Financial & Professional Services, Life Sciences, Industrial, Energy, Private and Growth Equity

**Office Locations:** Annapolis, Atlanta, Boston, Cleveland, Dallas, Minneapolis, New York, San Francisco, Orlando

# Onstott Group



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**Firm Overview:** Founded in 1987, Onstott Group is a leading retained executive search and talent advisory firm with a long track record of building executive teams for industry leading companies. Onstott Group has a respected practice in technology, higher education, services, industrial, energy, consumer, venture capital, private equity, and high growth companies. Onstott Group has offices in Boston and Houston. To extend its global search capabilities, the firm is a member of IMD International Search Group, an international network of search professionals with more than 40 offices in major markets and business centers throughout the world.

**Industries Served:** Technology, Higher Education, Services, Industrial, Energy, Consumer, Venture Capital, Private Equity, and High Growth Companies

**Office Locations:** Wellesley, MA

# Options Group



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**Firm Overview:** Options Group is on the forefront, pioneering a new generation of human capital operations, where research meets recruiting for optimal strategic results. Proactively setting the tone with a novel, streamlined approach to analysis and decision-making, OG is hands-on in providing a superior range of innovative options for financial services & tech clients and candidates. Cutting-edge technology for intelligence, insight, and global reach swiftly informs smarter solutions to accelerate career and corporate growth.

**Industries Served:** Financial Services

**Office Locations:** New York, Bogota, Los Angeles, São Paulo, Amsterdam, Dubai, Frankfurt, London, Hong Kong, Mumbai, Singapore, Zurich, Sydney, Tokyo

# Overnorth



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**Firm Overview:** OverNorth offers customized, senior level, executive recruiting services to a broad range of companies, from venture-backed startups to Fortune 500 companies. Their team of experienced search professionals is committed to recruiting exceptional talent for our clients. They focus on cultural fit, track record, and future contribution, all which are key to successful recruitment.

**Industries Served:** Private Equity, HR, Supply Chain & Operations, Engineering

**Office Locations:** Chicago

# Page Executive

PageExecutive

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**Firm Overview:** Page Executive is the executive search division of PageGroup. They are a premier provider of search, selection and talent management solutions for organisations needing to recruit permanent or interim executives. Page Executive is recognised for their powerful in-house research function, the speed and flexibility of their response, and their high success rates in finding suitably qualified employees and interim staff. Organisations the world over call on Page Executive to secure their senior talent.

**Industries Served:** Consumer & Retail, Financial Services, Technology, Infrastructure & Manufacturing, Business & Support Services, Energy & Natural Resources, Leisure, Travel & Hospitality, Life Sciences, Professional Services & Consultancy, Property & Construction, Public Sector & Non Profit

**Office Locations:** Global

# Parker Executive Search



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**Firm Overview:** Parker Executive Search has a national and international client base including top intercollegiate athletics programs and sports businesses, leading colleges and universities, Fortune 500 corporations, privately held startups, nationally-recognized academic health science centers, hospitals/health systems, and best-in-class not-for-profits.

**Industries Served:** Higher Education, Academic Health Sciences and Healthcare, Sports

**Office Locations:** Atlanta

# Patina Solutions



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**Firm Overview:** Patina is a national leader in providing a range of innovative executive talent solutions. Whether you seek interim executives or a search to find the best hire for your team, Patina delivers an impressive depth and breadth of expertise across many industries and functions.

**Industries Served:** Automotive, Banking, Consumer Packaged Goods, Energy & Utilities, Healthcare, Insurance, Life Sciences, Manufacturing, Non-Profits, Government Agencies, Private Equity, Retail, Technology, Food & Beverage

**Office Locations:** Boston, Chicago, Cleveland, Detroit, Grand Rapids, Indianapolis, Milwaukee, Minneapolis, New York, Tampa

# Pauly Group



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**Firm Overview:** Pauly Group has been providing community and technical colleges with ideal candidates for more than 25 years. Through careful planning and their established process, they can help you find the leader to fit your organization and help it thrive and succeed.

**Industries Served:** Higher Education, Community & Technical Colleges

**Office Locations:** Springfield, MA

# Pekarsky & Co.



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**Firm Overview:** Pekarsky & Co. is an award-winning, independently owned and operated boutique executive search firm headquartered in Calgary serving exceptional clients from Vancouver to St. John's. Bringing over 80 years of combined search experience, some of it home-grown and some from other leading executive search firms, the award-winning team at Pekarsky & Co. deliver best practices from across the industry and around the world with the prairie practicality and openness of a front porch visit.

**Industries Served:** Agriculture, Arts & Culture, Automotive, Communication & High-tech, Education, Engineering & Construction, Financial Services, Forestry, Government & Municipalities, Healthcare, Legal, Manufacturing & Distribution, Marketing, Non Profit, Oil & Gas, Oilfield Services, Power & Utilities, Professional Services, Real Estate & Property Development, Renewable Energy, Retail Tourism & Hospitality, Transportation & Logistics

**Office Locations:** Calgary, Toronto

# Pender & Howe

## PENDER & HOWE

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**Firm Overview:** Pender & Howe is a boutique retained executive search firm with offices at strategic locations throughout North America.

They provide leadership solutions that encompass innovators within HealthCare & Life Sciences, Agriculture & Food, Automotive & Mobility, Consumer Goods & Services and Education. Their clients range from private, public and not-for-profit organizations and associations.

**Industries Served:** Technology, SaaS, eCommerce, Artificial Intelligence, Autonomous Driving & Electric Vehicles. Healthcare/Life Sciences, Industrial, Manufacturing, Renewable Energy, Supply Chain, Higher Education, Non Profit, Government

**Office Locations:** Toronto, Montreal, Edmonton, Vancouver, Boston, New York City

# Per Ardua Associates



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**Firm Overview:** Per Ardua Associates is a leadership consulting business focused on financial services. The firm provides executive search and coaching and assessment solutions at Board and Senior Executive level. Per Ardua's coverage across financial services includes: Banking & Consumer Financial Services; Insurance; Wealth & Asset Management; FinTech, Digital & Technology and Real Estate.

**Industries Served:** Financial Services, Real Estate, Asset Management, Insurance, Human Resources, Financial Officers, Banking, Consumer Financial Services

**Office Locations:** London

# Perrett Laver



AMERICAS ASIA PACIFIC EMEA

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**Firm Overview:** Perrett Laver is a leading international executive search firm finding outstanding leaders bringing diversity and vision to 'purpose-driven' sectors in over 70 countries. Ranked among the top 40 search firms in the world they work for purposeful organisations that are shaping some of the most important outcomes in our world today.

**Industries Served:** Higher Education, Research & Innovation, Non-Profits & Social Impact, Healthcare & Academic Medicine, Sport, Schools & Educational Services, Arts & Culture, Board, Philanthropy, Communications & Engagement Office, Government, Environment

**Office Locations:** Auckland, Amsterdam, Berlin, Chicago, Dublin, Glasgow, London, New York, Hong Kong, Raleigh, Singapore, Sydney, San Francisco, Toronto, Vancouver

# PFM Executive Search



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**Firm Overview:** Since PFM Executive Search beginnings in 1992 they have helped place some of the most high profile senior executives in Canada. Achieving this success has taken creativity and strong strategic partnerships. Over the years they have purposefully created an in-depth worldwide network of like minded firms to provide you with access to a global talent pool of the world's best and brightest.

**Industries Served:** Education, Events, Entertainment, Sports, Finance, Banking, Government, Healthcare, HR, Industrial Services, Marketing, Retail, Consumer, Supply Management, Technology, Logistics, Transportation

**Office Locations:** Vancouver

# Phelps Group



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**Firm Overview:** Back before there was a dot-anything, Joe Phelps had an idea. Scrap departments, dump the bureaucracy and unleash the creativity of the entire agency to solve their clients' problems.

**Industries Served:** Automotive, Education, Food, Healthcare, Home & Garden, Travel

**Office Locations:** Los Angeles

# PierceGray



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**Firm Overview:** PierceGray is a specialized, retained executive search firm focused on building leadership teams in investor-back environments. They are functionally-focused, hiring executives and building teams in the following disciplines: Operations and Supply Chain; Sales and Marketing; Finance and Transformation; and General Management.

**Industries Served:** Consumer, Energy, Health, Industrials, Services, Technology

**Office Locations:** Chicago, New York, San Francisco

# Pillar Search



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**Firm Overview:** Personalized service. Proven results. Pillar Search & HR Consulting provides executive search expertise, talent management, and human resources consulting services for nonprofit and mission-driven organizations. Pillar's search clients share the characteristic of desiring top talent who want an occupation, not just an occupation, and Pillar's HR consulting clients want to create work environments that are inclusive, positive, and bring out the best in their employees. Whether you partner with Pillar on your hiring or human resources needs, they will work with you to create a customized solution.

**Industries Served:** Human Resources, Non Profit

**Office Locations:** Boston

# Pinnacle Search International



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**Firm Overview:** Pinnacle Search International is an executive search firm with a global scope focused on perfecting the client experience. They begin by finding the precise culture fit for an executive position and then build the right management team in operations, commercial, finance, IT and HR. With a history of forming long-term partnerships, Pinnacle Search International teams up with top-tier companies driven to succeed by matching their goals with top-performing talent.

**Industries Served:** Private Equity, Chemicals & Plastics, Home Furnishings, Business Services, Building Products & Services, Industrial

**Office Locations:** Atlanta

# PIR International



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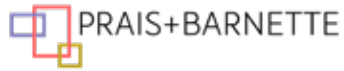
**Website:** [www.pir-intl.com](http://www.pir-intl.com)

**Firm Overview:** PIR International place the utmost importance in acting as a catalyst for creating a better, healthier and happier world for all. The Life Science ecosystem and its people form a critical mass of momentum, pushing the boundaries to improve the health and wellbeing for the global population.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** Cambridge, London, Netherlands

# Prais+Barnette



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**Firm Overview:** Prais+Barnette offers a modern approach to executive search. A rebuttal to “Big Search,” the female-owned firm believes its partners—clients and candidates alike—deserve better than the rigidity and pretense that so often accompanies the old-school executive search experience. Combining 25+ years in global executive search, some serious operating experience, and a commitment to do good by other people, Prais+Barnette answers the call of today’s evolved workplace, delivering an experience that is grounded in meaningful conversations and close client/partner collaboration. By aligning itself more closely with partners and executives, the firm attracts and delivers ideal, uniquely-qualified candidates more quickly and efficiently.

**Industries Served:** Consumer, Retail

**Office Locations:** Atlanta, Los Angeles, Karachi

# Preng & Associates



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**Firm Overview:** For 42 years, Preng & Associates has been at the forefront of the energy industry's future by satisfying the demand for innovative and diverse leadership. They are dedicated to attracting exceptional Board, C-Suite, and senior leadership talent for positions throughout the energy value chain. Their subsector verticals have specific expertise in Oil and Gas (Upstream, Midstream and Downstream), Oilfield Equipment and Services, Power & Utilities, Renewables, Engineering and Construction, and Industrials.

**Industries Served:** Energy

**Office Locations:** Houston, Chicago, London

# Principal Connections



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**Firm Overview:** Principal Connections - executive search is a leading international executive search and board advisory firm, and is part of Agilium Worldwide LLC, ranked one of the world's top global executive search groups.

We partner with large multinational corporations, small-to-medium enterprises, start-up and family-owned businesses, not-for-profit, semi-state and public-sector bodies in the delivery of executive search, CEO recruitment, interim management and board search services in addition to a comprehensive suite of leadership consulting solutions.

Through our vast experience we understand that every client challenge and context is unique. The services we offer are therefore tailored to the individual needs of every client, offering a customised solution to even the most complex human capital challenges.

**Industries Served:** Education, Not-For-Profit & Public Sector; Financial Services; Consumer Goods & Services; Healthcare & Life Sciences; Technology, Media & Telecommunications; Business & Professional Services; Private Equity & Venture Capital

**Office Locations:** Ireland & United Kingdom

# Principal Search

The logo for Principal Search, featuring the words "Principal" and "Search." stacked vertically in a white, sans-serif font on a dark blue rectangular background.

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**Firm Overview:** Managed by former commodity professionals for nearly 25 years, Principal Search is an award winning boutique executive search firm focused on the commodity sector. We advise and partner with our clients to source commercial trading talent, including but not limited to, leadership (Head of Commodities, CIO, Regional CEO, Head of Desk), traders (paper, discretionary, systematic, quantitative, physical), originators (derivative, physical, structured), and analysts (fundamental, quantitative). We are active across a broad array of underlying commodities such as Energy (oil, natural gas, power), Metals (precious, base, bulks), Agriculture & Softs (grains, oil seeds, sugar, coffee) and Environmental & Renewables (carbon, renewable diesel, RNG, RINs, LCFS). Our global team is able to assist our clients on all aspects of their hiring strategy, providing in-depth knowledge and value-add expertise, strengthening their understanding and approach to talent acquisition and management.

**Industries Served:** Commodity Trading Houses, Hedge Funds, Merchants, Investment Banks, Oil & Gas Majors, Utilities, Private Banks, Sovereign Wealth Funds and Private Equity Firms

**Office Locations:** New York, Houston, London, Dubai, Singapore, and Hong Kong

# Prodigy Search



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**Firm Overview:** Prodigy Search is a national leader in executive search with a reputation for recruiting and placing senior-level talent that inspires and grows their clients' businesses. Launched in 2007, the sports and entertainment practice has had continuous growth and has been built into the top boutique recruiting firm both nationally and now scaling internationally. In a short time, they earned the trust of some of the world's most iconic organizations, including the Dallas Cowboys, New York Yankees, Los Angeles Lakers, Pittsburgh Steelers, TD Garden/Boston Bruins, AEG Worldwide, Liverpool FC/Fenway Sports Management, FIFA, United States Olympic & Paralympic Committee, PGA TOUR, Tiger Woods Foundation, Legends, and Endeavor.

**Industries Served:** Sports, Media, Entertainment, Non-Profit, esports, Gaming, DEI

**Office Locations:** New Jersey, New York, Philadelphia, Minneapolis

# Promeus Executive Search



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**Firm Overview:** Promeus is a retained executive search firm that provides solutions for executive recruitment and selection in the Education, Government, Health Care, Municipal, Public and Not-for-Profit sectors. Their mission is to partner effectively with clients to help improve their organizational performance by delivering outstanding leadership solutions. As an executive search leader, the Promeus Partners will work with you to define, identify and engage the best leaders for your organization.

**Industries Served:** Healthcare, Education, Non Profit, Public Sectors

**Office Locations:** Toronto

# Prossimo Global



**Prossimo Global Partners**  
A VALUE CREATION FIRM

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**Firm Overview:** Prossimo Global Partners was founded based on the demand they see in the marketplace for organizations to create value for their ownership or shareholders. The firm was founded with a focus on Talent, Teamwork, and Strategy being the keys to unlocking the potential of people and teams. Their approach is grounded in years of experience as CEO's, practitioners, authors, leaders, speakers and consultants. Prossimo Global Partners serve public and private clients in all industries and across the globe.

**Industries Served:** Generalist

**Office Locations:** Global

# Protis Global



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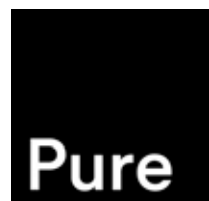
**Website:** [www.protisglobal.com](http://www.protisglobal.com)

**Firm Overview:** Protis Global makes a difference in their client companies by recruiting the top talent that will build the successful futures of their organizations. Iconic Brands from around the world to start-ups, have entrusted Protis Global to build their teams. Protis Global makes a difference for their candidates by helping them attain their dreams and those of their families.

**Industries Served:** Food, Beverage, Banking, Consumer Tech, Pet, Cosmetics, Cannabis

**Office Locations:** San Francisco, Delray Beach, Indianapolis, Chicago

# Pure Search



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**Firm Overview:** Pure are experts in search and recruitment. They find the next leaders for businesses across the globe. By specialising, they identify, engage, attract and introduce talent, placing exceptional people in remarkable roles. Like the talent Pure places and the companies they join, they're experts who are passionate about what they do. They serve clients in financial services, professional services and commerce & industry, across their specialist practice areas.

**Industries Served:** Tax, Finance, Legal, Compliance, Risk, Treasury, Human Resources, Technology, Marketing

**Office Locations:** London, Hong Kong, Singapore, New York, Frankfurt

# R. William Funk & Associates



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**Firm Overview:** R. William Funk & Associates is the premier firm dedicated to higher education search consulting. Their firm is recognized for its unparalleled record in recruiting many of the nation's most esteemed college and university leaders. RWFA was founded on the belief that they are partners with their clients, working towards a mutual goal of advancing the universities and colleges they serve.

**Industries Served:** Higher Education

**Office Locations:** Dallas

# Redgrave Partners



**Key Contact:** Brian Hamill, Chairman  
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**Firm Overview:** At Redgrave, they believe their clients deserve a pacy, agile and more effective service than the industry traditionally offers. Redgrave have a highly ambitious, genuine and grounded team who are nimble, responsive and thorough. Redgrave pride themselves on the long term relationships they build with their clients based on trust, understanding and their commitment to go above and beyond to deliver every time.

**Industries Served:** CFO, Leisure, Travel and Hospitality, Retail & FMCG, Financial Services, Media, Entertainment & Marketing, Technology, Private Equity, Business & Industrial Services, Built Environment, Luxury, Fashion and Retail, Professional Services, Technology, & Digital Officers

**Office Locations:** London

# Reffett Associates

**Reffett Associates**

*A Leader in Executive Search*

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**Firm Overview:** Founded in 1994, Reffett Associates is a privately held, veteran owned, executive search and HR solutions provider with six offices throughout the U.S. Their consultants utilize their senior professional backgrounds and industry expertise to provide their clients with customized services and solutions across the talent management spectrum. The Reffett Associates staff prides itself on being able to meet the DEI needs of their clients and their success in diversity recruiting. As one of the premier boutique firms in the executive search industry, Reffett Associates works with their clients to help them build a stronger organization by incorporating the most effective leaders of today into the firms of tomorrow.

**Industries Served:** Retail, Public Sector (federal, state, and local), Associations & Non-Profit, Private Equity, Financial Services, Manufacturing & Industrials, Government Contracting & Professional Services, Scientific and Technical.

**Office Locations:** Seattle, Washington D.C., New York, Dallas, Greensboro, Northern California

# Renaissance Leadership



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**Firm Overview:** Renaissance Leadership builds Board and Leadership teams for some of the world's most exciting start-ups and fast growth companies, Venture and Private Equity backed, in the Consumer Digital and Enterprise Technology sectors. They also work with corporate organisations undergoing rapid technology and digital transformation.

**Industries Served:** Cyber Technology, Consumer Technology, Enterprise Technology

**Office Locations:** London, Menlo Park, Marlow

# Renovata & Company



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**Firm Overview:** Renovata & Company is a global executive search and private equity advisory firm. Renovata & Company are trusted by financial sponsors, their portfolio companies and public corporations to deliver transformational leaders and valuable investment insights.

**Industries Served:** Technology, Digital, Business Services, Industrial, Consumer, Retail

**Office Locations:** San Francisco, New York, Boston, London, Hamburg

# Revel One

**revel one**

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**Firm Overview:** RevelOne is a leading marketing and sales specialized retained search firm and Top 40 Executive Search Firm in the U.S. RevelOne hires marketing and sales executives and functional leaders, from C-Level to Manager. Their clients span over 500 of the fastest-growing B2C and B2B tech companies, VCs, and PE in the U.S. - including over 40 clients who are now unicorns. As former marketing executives themselves, they provide a unique and experience-based approach to marketing and sales org design, role scoping, and talent strategy. RevelOne supports newly placed marketing leaders even after the hire through their RevelUp program, leveraging their own expertise as operators and extensive network to help them identify quick wins, reduce risks, and have an impact in the first 100 days. RevelOne is trusted by leading Private Equity and VCs like Andreessen Horowitz, Sequoia Capital, Insight Partners, and Norwest Venture Partners for their portfolio companies and their own key internal go-to-market hires.

**Industries Served:** Marketing and Sales, Exclusively

**Office Locations:** Remote, with teams in San Francisco, New York City, Los Angeles, Denver

# RGF Executive Search



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**Firm Overview:** RGF Executive Search provides talent acquisition from C-suites to a wide range of managerial positions on both a retained and contingent basis across all industries and functions by covering 26 cities in 11 countries and markets in Asia. They have tenured consultants working in every major city, anchored by regional practice teams that bring deep specialization, know-how, cross-border market insights, and talent that other agencies and in-house teams find hard to match.

**Industries Served:** Human Resources, Professional Services, Generalist

**Office Locations:** Wanchai, Hong Kong

# RH Perry & Associates



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**Firm Overview:** RH Perry offers excellent credentials and experience in academic executive search, having successfully completed well over 1,000 searches in its history. The firm's higher education practice consists of senior-level executives with a well-balanced mix of college and university presidential and senior administrative experience and executive search expertise. RH Perry conducts its search practice with two-consultant teams supported by their dedicated Senior Associates and staff.

**Industries Served:** Higher Education

**Office Locations:** Connecticut, Florida, Illinois, Kentucky, Missouri, New York, North Carolina, Ohio, Rhode Island, Texas, Virginia, Washington and Washington, D.C.

# Rialto Recruitment



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**Firm Overview:** Rialto Recruitment, is the new name of our Executive Search | Recruitment and selection office, specialized in the search for higher educated technical (Bachelors, Industrial and Civil Engineers, Scientists and PhD students), but also commercial, management and CxO profiles (including searching for members for advisory boards or boards of directors). Created in 2001 as Atlantae Executive Search, and since the acquisition of Egeminplus in 2016, they profile themselves under this new name. Symbolically referring to one of the most famous bridges in the world, Rialto forms the foundation of their name, also beautifully presented in their logo. Rialto Recruitment is part of the IMSA Global Search Partners network and is owned by the French PROMAN GROUP with its headquarters in Marseille (France), being the 4th biggest European and still family-owned HR specialist active in 16 countries across the globe.

**Industries Served:** Generalist

**Office Locations:** Austria, Argentina, Australia, Belgium, Brazil, Canada, Chili, Czech Republic, China, France, Germany, Hong Kong, India, Italy, Japan, Lithuania, Mauritius, Mexico, Morocco, Netherlands, Norway, Poland, Portugal, Romania, Singapore, Spain, Sweden, Switzerland, United Arab Emirates, United Kingdom, USA

# Ridgeway Partners

ridgewaypartners

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**Firm Overview:** Ridgeway Partners is a global advisory firm specializing in executive search, board appointments and succession planning for a select group of multi-sector, domestic and international companies. With a team across New York, Boston and San Francisco, as well as strategic alliances and research support around the world, their network is truly global.

**Industries Served:** Financial Services, Fintech, Technology, Professional Services, Insurance, Real Estate, Board, Senior Leadership (CEO, CFO, CIO, CHRO)

**Office Locations:** Boston, New York

# Right Executive Search



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**Firm Overview:** Right Executive Search is a woman-owned, boutique executive search firm that specializes in placing professionals in the financial services, financial technology (fintech), and professional services industries. Their primary geographic focus is the New York metropolitan Tri-State Area (NYC, NJ & CT), but they have a strong national presence as well. Right Executive Search has built strong and trusted relationships with both Fortune 500 companies as well as smaller and rapidly growing firms.

**Industries Served:** Accounting, Management Consulting, Professional Services, Asset Managers (Traditional and Alternative), Broker dealers / Brokerages, Commercial and investment banks, Family Offices, Financial technology (fintech) and Regulatory Technology (regtech), Hedge funds, Private equity, Professional services, Registered Investment Advisors (RIAs), Venture capital, Wealth managers

**Office Locations:** Northern New Jersey (Mahwah), New York City

# Rigsby Search Group



Advisors | Partners | Recruiters  
Forbes Awardee

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**Firm Overview:** With over 20 years of experience and with an extensive network of both clients and candidates, Rigsby Search Group can guarantee an overriding commitment to quality, reliability and superior customer service. Their mission is to be the preeminent relationship oriented search group for your environmental hiring and employment needs. The marketplace is the driving force behind all that they do. Rigsby Search Group operates with a never ending focus on urgency and productivity, all the while maintaining the highest standard of ethics in the business. They always work in the strictest of confidence to protect your anonymity.

**Industries Served:** Environmental, Natural Resources

**Office Locations:** Cromwell, CT

# Riviera Partners



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**Firm Overview:** A go-to talent partner for leading private equity investors, venture capitalists, public companies, and technology innovators, Riviera Partners is a key driver of innovation for today's most influential global companies - expertly placing executive talent in the crucial areas of software engineering, product management, and design. Recognizing that companies at different stages have unique challenges and specific needs, Riviera is a specialized firm with five practices focused on various stages of growth. The company combines over two decades of recruiting expertise with a proprietary platform that uses machine learning to score and predict the best candidate for a company's specific needs..

**Industries Served:** Engineering, Product and Design

**Office Locations:** San Francisco Bay Area, Southern California, Bozeman, New York, London

# RM Nephew & Associates



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**Firm Overview:** RM Nephew and Associates LLC specializes in placing chief executives, functional executive leadership and board directors. Their firm is recognized as a trusted strategic partner to their clients. RM Nephew and Associates take pride in recruiting leaders who excel at developing strategic vision, driving effective execution and nurturing positive team dynamics.

**Industries Served:** Healthcare, Technology, Supply Chain, Warehousing, Distribution, Manufacturing, Professional Services, Private/Family Owned Businesses

**Office Locations:** Lincoln, New York

# Robin Judson Partners



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**Firm Overview:** At Robin Judson Partners, they help candidates find outstanding jobs with leading hedge funds, private equity and debt funds, and investment banks. Their depth of experience, integrity, and keen market insight have made them the first call for firms with openings and for professionals ready to make a move. Their quick and accurate candidate assessments ensure a match of skills and culture.

**Industries Served:** Financial Services, Asset & Wealth Management, Investment Banking, Private Equity

**Office Locations:** New York

# Ropella Group



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**Firm Overview:** For the past 35 years, Ropella has been a strategic and trusted partner serving clients in the Chemical, Technology and Consumer Products industries. Ropella has been retained time and again to assist companies with their Executive Search needs, and these clients have then provided strong testimonials regarding their successful search partnerships.

**Industries Served:** Chemical, Technology, Consumer Products Industries

**Office Locations:** Milton, PA

# Rosenzweig & Co.

**ROSENZWEIG & COMPANY**  
GLOBAL TALENT MANAGEMENT

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**Firm Overview:** Rosenzweig was founded in 2004 because we felt there was an opportunity in the market for a firm that could focus on critical, specialized, executive searches. Over the years we have recruited partners to our firm with decades of global, 'big firm' experience from such organizations as Heidrick & Struggles, Spencer Stuart, and Korn Ferry. While Rosenzweig offer 'big firm experience', they work in the context of boutique firm rigour in terms of process intensity, and senior level involvement in project execution.

**Industries Served:** Consumer, Financial Services, Industrial, Life Sciences, Healthcare, Technology, Crypto, Metaverse, NFT

**Office Locations:** Toronto

# Rudish Health



RUDISH HEALTH

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**Website:** www.rudishhealth.com

**Firm Overview:** Rudish Health is an award-winning, women-owned boutique firm that is passionate about helping healthcare companies thrive. A family-run business, they take pride in helping their clients, who include major health systems, health plans, professional services firms, private equity, venture capital, and emerging growth companies.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** Boca Raton, FL

# Rush Executive Recruiting



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**Firm Overview:** Rush & Company, founded in 2003, is an Executive Search Firm specializing in the Textile & Nonwoven Industry. They believe by building that partnership based on an understanding of their client's company culture, workforce dynamics, financial considerations, and strategic business goals, they can quickly and successfully meet their candidate requirements.

**Industries Served:** Apparel, Nonwovens, Home Furnishing & Decor, Textiles, Industrials, Footwear, Accessories, Fashion

**Office Locations:** Charleston, SC

# Russell Reynolds Associates



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**Firm Overview:** Russell Reynolds Associates is a global leadership advisory firm. Our 600+ consultants in 47 offices work with public, private and nonprofit organizations across all industries and regions. We help our clients build teams of transformational leaders who can meet today's challenges and anticipate the digital, economic and political trends that are reshaping the global business environment. From helping boards with their structure, culture and effectiveness to identifying, assessing and defining the best leadership for organizations, our teams bring their decades of expertise to help clients address their most complex leadership issues. We exist to improve the way the world is led.

**Industries Served:** Business & Professional Services, Consumer, Education, Financial Services, Healthcare, Industrial, Private Capital, Social Impact, Technology

**Office Locations:** New York, Chicago, Boston, Washington D.C., Miami, Atlanta, Houston, Dallas, Los Angeles, San Francisco, Palo Alto, Minneapolis/St. Paul, Stamford

# Saenger Associates



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**Firm Overview:** Saenger Associates is a premier Retained Executive Search firm based in the Los Angeles area and enjoys strategic partnerships across multiple industries. Their major practice areas are Industrial Products (including Aerospace & Defense) and Consumer Products. Our clients include private, public, Fortune-500's, and non-profit companies that are both established and emerging. Saenger Associates corporate clients set demanding requirement parameters when seeking qualified candidates. They respect these requests by giving them their uncompromising commitment to quality results.

**Industries Served:** Industrial, A&D, Consumer, Technology, Non-Profit

**Office Locations:** Santa Clarita

# Sage Search Partners



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**Firm Overview:** Sage Search Partners was founded on the principle that partnering — with their clients, with candidates, and with each other — leads to the best results in recruitment. Since 1999, Sage Search Partners has partnered with hundreds of organizations to recruit outstanding leaders. They are committed to providing the highest quality of service to their clients. At Sage, what you see is what you get. The partners, with decades of experience in executive search and higher education, work directly with every client we serve and are involved in every aspect of the search process.

**Industries Served:** Higher Education, Non Profit

**Office Locations:** Newton, MA

# Sainty Hird and Partners



**SAINTY HIRD  
& PARTNERS**

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**Website:** [www.saintyhird.com](http://www.saintyhird.com)

**Firm Overview:** Sainty Hird & Partners was founded in 1996 and is one of the longest established independent executive search firms in Europe. Their name is synonymous with the highest professional standards in the executive and board search industry. They have acquired a reputation for excellence from their exceptional track record. Each and every Partner and Consultant remains fully involved in search execution, enabling them to deliver an outstanding and differentiated service. Sainty Hird & Partners' experienced team provides comprehensive research, execution and advisory capabilities to boards, business leaders and HR professionals across Financial Services.

**Industries Served:** Financial Services, Asset & Wealth Management, Board Appointments, Capital markets, Corporate & Investment Banking, Insurance, Non-Profit, Private Markets, Sales, Trading & Research, Technology, Corporate Officers

**Office Locations:** London, Zurich, New York, Dublin

# Salveson Stetson Group



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**Firm Overview:** Salveson Stetson Group (SSG) brings more than 25 years of retained executive search experience in a multitude of industries. SSG has an outstanding track record of recruiting strong leaders with a special focus on human resources, finance, non-profit, pharmaceutical, and biotechnology. Ranked by Forbes as a Best Executive Recruiting Firm, SSG has conducted searches for organizations that range from privately held and not-for-profit to publicly traded and venture-backed startups in all industries. The Companies of MPI include: Furst Group, healthcare executive search; NuBrick Partners, leadership development; Salveson Stetson Group, retained executive search.

**Industries Served:** Financial Services, Human Resources, Pharmaceutical, Biotechnology, Nonprofit

**Office Locations:** Radnor (PA), Phoenix, San Francisco, Chicago, Minneapolis, St. Louis, Rockford (IL), Brentwood (TN), Irving (TX), Seattle, Washington D.C.

# Savannah Group



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**Phone:** 44 203 781 7450

**Website:** [www.savannah-group.com](http://www.savannah-group.com)

**Firm Overview:** Savannah Group is a global executive search and interim management firm, specializing in functional C-Suite appointments and key-sectors. They empower business leadership teams by helping them acquire executives that enable and deliver short-term and long-term transformation.

**Industries Served:** Energy & Industrial Practice, Hospitality, Travel & Leisure Practice, Sport & Media, Private Equity

**Office Locations:** Global

# Saxton Bampfylde



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**Firm Overview:** Saxton Bampfylde is globally recognised as a trusted, values-driven leadership advisory firm. Their 35 year track record of finding outstanding leaders, at both board and executive level has been built on their pioneering approach to research-intensive executive search. Today, they have built powerful long-term partnerships with some of the world's most dynamic and significant organisations, across the commercial, public and not for profit sectors, and with over 130 consulting partners around the world, across 40 global offices, they are able to seek out and engage with talent around the world. Saxton Bampfylde values the continued success of their clients' organisations and through their bespoke leadership services they are able to support individuals and their teams to develop and realise their full potential. Committed to living their values, Saxton Bampfylde became an employee-owned company in 2014, a unique model in executive search.

**Industries Served:** Arts, Culture & Creative Industries, Board, Consumer & Retail, Family & Alternatively Owned Businesses, Financial & Professional Services, Government & Public Sector, Health & Care, Higher Education, Legal Services, Media, Digital & Communication, Property, Infrastructure, Industrial, Social Impact, Sustainability, Technology, Education

**Office Locations:** London, Edinburgh, Guildford

# Sci.Bio



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**Website:** [www.sci.bio](http://www.sci.bio)

**Firm Overview:** Sci.bio is perfectly positioned to provide exceptional biopharma talent for their selective clients. Sci.bio's focus is on developing long-term relationships based on our performance and mutual trust. Their high performing team members have worked in scientific, technical, and corporate HR roles themselves and are therefore uniquely equipped to meet their client's challenges when it comes to attracting and hiring scientists and technical candidates.

**Industries Served:** Healthcare/Life Sciences, Biotechnology, Pharmaceuticals

**Office Locations:** Braintree, MA

# Scott Healy & Associates



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**Firm Overview:** Scott Healy & Associates is one of the most trusted names in educational consulting, higher educational national searches, and enrollment management. SH & A has assisted institutions from across the country and in selected institutions in Europe and the Middle East by improving their leadership, recruitment and enrollment practices, and operational efficiency.

**Industries Served:** Higher Education

**Office Locations:** Harrisburg, PA

# Search Solution Elite



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**Phone:** (704) 332-8702

**Website:** [www.searchsolutionelite.com](http://www.searchsolutionelite.com)

**Firm Overview:** A Trusted Partner in Retained Search for Executive Leadership. For over 17 years Search Solution Executive has worked with the most prestigious brands in the world to locate executives for some of the world's most prestigious brands. They have developed an ever-expanding network of the nation's most talented executive leaders and have become the Executive Search Firm of choice for many Fortune 1000 companies!

**Industries Served:** Accounting/Finance, Compensation, Diversity, Engineering, Human Resources, Information Technology, Manufacturing, Physician Compensation, Professional, Sports, Supply Chain, Total Rewards

**Office Locations:** Charlotte

# SearchPath of Chicago Inc.



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**Firm Overview:** Matching the RIGHT People with the RIGHT Positions at the RIGHT Companies. SearchPath of Chicago, Inc. is a national Talent Acquisition - Executive Search and Recruitment Firm. They serve companies by identifying, attracting, recruiting, delivering and retaining Impact players - those who can positively impact the bottom line. They locate Executive Management, Engineering, Technical, Operations, Sales/Marketing Professionals and Finance Professionals.

**Industries Served:** Accounting & Finance, Biofuels & Renewable Energy, Food Ingredients, Industrial, Nutraceuticals & Raw Materials, Packaging & Plastics, Polymers, Pigments & Coating

**Office Locations:** Crystal Lake

# SearchWide Global



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**Website:** www.searchwideglobal.com

**Firm Overview:** Founded in 1999 and headquartered in St. Paul, MN, SearchWide Global is a full-service executive search firm primarily for companies in the travel, tourism, hospitality, convention, trade association, venue management, experiential marketing, sports, and entertainment industries. The firm is able to serve clients and candidates worldwide, specializing in C-Level and Director level executive searches for companies ranging in size from Fortune 500 corporations to mid-sized public and private companies and associations.

**Industries Served:** Travel, Tourism, Hospitality, Hotels, Resorts, Convention, Chamber of Commerce, Trade Association, Venue Management, Experiential Marketing, Sports, and Entertainment

**Office Locations:** Minneapolis, St. Paul, Washington D.C., Dallas, Fort Worth, Charlotte, Phoenix, Cincinnati

# SGA Talent



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**Firm Overview:** SGA Talent's 32-year journey began in 1989 when the company was launched purely as a research firm known as Sheila Greco Associates LLC. Today, SGA Talent now ranks amongst the top recruiting firms globally offering customized recruiting solutions to meet a variety of recruiting needs. With a focus on research first recruiting, the experienced team stays committed to diversity recruiting, building actionable talent pools and delivering the right talent fast.

**Industries Served:** Retail, Financial Services, Insurance, Banking, Professional Services, technology, Engineering, Consumer Packaged Goods, Construction, Healthcare, Pharmaceuticals, Biotechnology, Manufacturing, High-Tech, eCommerce, Hospitality, Energy, Education, Advertising, Industrial, Chemicals

**Office Locations:** Amsterdam

# Sheffield Haworth



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**Firm Overview:** Sheffield Haworth is a global talent consulting firm advising customers on people and transformational change. Their aim is to help individuals and organizations realize their potential. Their solutions span Executive Search and Interim, Talent Intelligence, Organization and Leadership Advisory, and Organization Change Management, working with private and public companies across financial services, professional and business services, high-growth technologies, and multinational corporates.

**Industries Served:** Financial Services, Technology, Real Assets, Consulting & Professional Services, Private Equity

**Office Locations:** Los Angeles, New York, Dubai, London, Geneva, Delhi, Hong Kong, Mumbai, Singapore, Shanghai, Sydney, Melbourne

# Shelli Herman and Associates, Inc.



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**Firm Overview:** Shelli Herman and Associates, Inc. provides retained executive search services to clients from a wide range of industries including fortune 500 companies and industry leading investment management firms to nonprofit organizations and top ranked colleges and universities. The team has built their business around ethical, inclusive, and results-based practices, structuring the firm to provide the highest tier of personalized attention to each executive search.

**Industries Served:** Higher Education, Non-Profit, Financial Services, Consumer Products, Entertainment

**Office Locations:** Los Angeles

# Signium



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**Website:** [www.signium.com](http://www.signium.com)

**Firm Overview:** Signium is a global executive search and leadership consulting firm, helping clients around the world make the right decisions at moments of strategic importance. With over 70 years of experience, they are experts in helping clients recruit, develop and retain the best leadership teams. They look beyond the qualifications and background of an individual candidate to consider culture fit and client values, something they call the application of “intelligence and intuition.” With local passion, knowledge, and a partner-led approach, Signium advises senior business leaders on developing their skills, their people, and their organizations.

**Industries Served:** Consumer, Education, Non Profit, Financial Services, Industrial, Life Sciences, Professional Services, Technology

**Office Locations:** Global

# Simply Driven Executive Search



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**Firm Overview:** Simply Driven believes human capital is an economic variable. How do you attract and acquire great talent when both marketplace noise and marketplace skepticism are at all-time highs? They start with “why”. By doing that, Simply Driven improve lives. They believe attracting great talent starts with the message and the messenger. They deliver your message - your story - better than your competitor delivers theirs.

**Industries Served:** Automation, Robotics, Engineering, Information Technology, Finance/Accounting, HR, Workforce/Staffing Solutions in Light, Industrial, IT, Engineering, Finance/Accounting and Administrative

**Office Locations:** Indianapolis

# Slayton Search Partners



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**Firm Overview:** Founded in 1985, Slayton Search Partners is a premier retained executive search firm dedicated to recruiting top executive talent to client companies throughout the globe. They know how important it is to find a partner who can understand your needs, recruit best-in-class talent, and counsel you toward a successful conclusion of the search process.

**Industries Served:** Consumer Products, Financial Services, Consumer Services, Distribution, Industrial Products, Industrial Services, Private Equity, Retail

**Office Locations:** Chicago

# Slone Partners



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**Firm Overview:** Slone Partners delivers the leaders who build amazing and diverse life sciences and healthcare organizations – People Are Our Science®. Founded in 2000, Slone Partners specializes in delivering world-class C-suite leadership, executive, and upper management talent to the most promising and established biotech, diagnostics, research tools, healthcare, precision medicine, CRO, and laboratory services companies. With national and global clients, Slone Partners uniquely and precisely provides an array of executive search and advisory services, including diversity, equity, and inclusion strategy, to innovative life sciences and healthcare companies.

**Industries Served:** Life sciences/Healthcare

**Office Locations:** Nationwide

# Solomon Page



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**Firm Overview:** Founded in 1990, Solomon Page is a global provider of recruiting and executive search solutions across a wide array of functions and industries. As a privately held, \$300+ Million organization, they have over 300 employees and 16 office locations throughout the United States and Europe, including: New York, Connecticut, New Jersey, North Carolina, Ohio, Tennessee, Florida, Pennsylvania, California, and London, UK.

**Industries Served:** Accounting & Finance, Administrative & Support, Clinical Resource Network, Creative & Marketing, Fashion & Beauty, Financial Services, Healthcare & Life Sciences, Healthcare Staffing, Hospitality, Human Resources, Legal Services, Media, Education & Publishing, Scientific & Engineering, Specialty Financial Services, Technology

**Office Locations:** New York, Connecticut, New Jersey, North Carolina, Ohio, Tennessee, Florida, Pennsylvania, California, and London

# Spectacle Talent Partners



**Key Contact:** Susan Gygax, Founder

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**Firm Overview:** Recruiting solutions for growing mission-focused companies. We specialize in Human Resources, Talent Acquisition, and Sales & Marketing positions. A hiring mistake can lead to: Turnover, Employee Burnout, Disengagement, Harmful Influence on Culture

The negative impact of a hiring mistake has been well documented. And, yet organizations can struggle to make a great hire. Sometimes recruiters are reactive and overwhelmed. Sometimes organizations aren't exactly sure what they are looking for.

Ready make a great hire and ran out of time, momentum or energy?

The old stand-by tactics not getting you results?

Our specialized recruitment practice will partner with you to source, identify, and assess the people who will are best suited to join you on your mission.

Each search is customized to amplify your Brand | Values | Opportunity

At Spectacle Talent Partners, we provide great hires without the hassle.

**Industries Served:** Faith-Based Businesses, Technology, Healthcare, Academia

**Office Locations:** Maryland

# Spelman Johnson



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**Phone:** (413) 529-2895

**Website:** [www.spelmanandjohnson.com](http://www.spelmanandjohnson.com)

**Firm Overview:** Spelman Johnson have conducted thousands of searches that have paired our clients with exceptional leaders, one position and one mission at a time. Since their founding in 1991, they have been nationally recognized for their commitment and thought leadership on issues of equity, diversity and inclusion in the executive search process.

**Industries Served:** Higher Education, Independent Schools, Non Profit Organizations, Public Safety, Athletics

**Office Locations:** Easthampton, MA

# Spencer Stuart

SpencerStuart

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**Firm Overview:** Spencer Stuart has 65 years' experience in leadership consulting. Over the decades, they've built a reputation for delivering meaningful impact for their clients — from the world's largest companies to entrepreneurial startups to nonprofit organizations.

**Industries Served:** Technology, Media, Telecom, Consumer, Financial Services, Education, Non Profit, Government, Healthcare, Industrial, Private Equity, IT

**Office Locations:** Global

# SPMB Executive Search



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**Firm Overview:** For over 40 years, SPMB has been connecting top executive talent to the world's best and fastest-growing innovators. They build executive teams that ensure venture capital and private equity-backed game-changers achieve scale, and position multi-billion-dollar public companies to unlock innovation. Closing hundreds of C-level searches annually, SPMB specializes in recruiting upper management and board members to growth-oriented companies in technology, consumer, media, financial, health, transportation, and sustainability industries. They bring the knowledge of a large, global firm and combine it with the personalized service and attention of a boutique. To learn more, visit them at [spmb.com](http://spmb.com).

**Industries Served:** Enterprise Technology; Consumer Technology; Consumer Products & Services and Retail; Digital Health, Wellness & Life Sciences; Comms, Media & Entertainment; Fintech, Financial Services, Insurance & Real Estate; Investment Services; Blockchain & Cryptocurrency; Sustainability, Better Foods & Industrials; Energy & Utilities; Transportation; and Artificial Intelligence & Machine Learning

**Office Locations:** San Francisco, New York, Denver, Los Angeles.

# SRI



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**Firm Overview:** SRI has evolved and adapted since we started out in 2001, driven every step of the way by what our clients need to succeed. What's remained consistent is our dedication to converging industries and culture fueled by inclusivity and collaboration.

Initially focused on sport, as sport began to converge with media, entertainment and lifestyle sectors we built complementary global practices and today we are proud to partner with many of the world's most successful organizations in media, entertainment, esports, sport, sporting goods, fashion and technology.

**Industries Served:** Sports, Media, Entertainment, Fashion & Sporting Goods, E-Sports & Gaming, Technology

**Office Locations:** London, Melbourne, Sydney, Beijing, Hong Kong, Munich, Singapore, Los Angeles, New York, Portland, Lausanne

# Stanton Chase

STANTON CHASE

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**Firm Overview:** More than a headhunter or executive recruiter, Stanton Chase integrates a global footprint by knowledge sharing and best practices to act locally and entrepreneurially in our international executive search firm. Uniquely vast expertise in each major industry sector and key functional area enables them to advise with pinpoint accuracy.

**Industries Served:** Consumer Products and Services, Private Equity, Financial Services, Government, Education, Non Profit, Industrial, Life Sciences, Healthcare, Natural Resources, Energy, Professional Services, Technology, Supply Chain, Transportation, Logistics

**Office Locations:** Global

# Steven John & Associates LLC

S J | STEVEN JOHN & ASSOCIATES, LLC  
&A | Attorney Search Consultants

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**Firm Overview:** Steven John & Associates, LLC is a boutique retained executive search and talent advisory firm focused on in-house legal executives and their teams. The firm partners with its client organizations to attract, retain and develop their Chief Legal Officers, General Counsel, Chief Compliance Officers, Divisional General Counsel, and a host of senior subject matter experts within corporate, nonprofit, academic, and philanthropic legal departments.

**Industries Served:** Technology, Academia, Nonprofits, Social Justice, Private Philanthropies

**Office Locations:** California, Washington

# StevenDouglas



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**Firm Overview:** StevenDouglas is one of the nation's leading boutique Search and Interim Resources firms, and a recognized leader in identifying and providing access to top talent since 1984.

Our client base is industry agnostic and ranges from start-ups and emerging middle-market to Fortune 500 companies and private equity firms. StevenDouglas has decades of Professional Search and Professional Recruiting experience across a variety of specialized practices and industries. We also have significant expertise helping companies augment their teams through our Technology Staffing Division, as well as through the work our Finance, Accounting and HR Interim Resource Division does to help businesses effectively manage change.

**Industries Served:** Banking & Commercial Finance, Cybersecurity, Healthcare & Life Sciences, Manufacturing & Distribution, Private Equity & Venture Capital, Technology, Media & Telecom, Consumer, Retail & Hospitality, Family Office, Hedge Funds and Alternative Investments, Mining, Agriculture & Energy, Real Estate & Construction, Wealth Management

**Office Locations:** Regions Served: United States, Latin America and Canada with offices in Atlanta, Austin, Boston, Chicago, Cleveland, Dallas, DC Metro, Fort Lauderdale, Jacksonville, Miami, Minneapolis, Nashville, Westchester County NJ, New York, Orlando, Richmond VA, Seattle, Southern CA, St. Louis, Tampa, Toronto Canada, New Jersey, Charlotte, NC, Wisconsin and West Palm Beach

# Stevenson Search Partners



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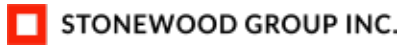
**Website:** [www.stevensonsearch.com](http://www.stevensonsearch.com)

**Firm Overview:** From stealth mode startups to clinical and commercial stage companies, Stevenson Search Partners is a global leader in executive search with over 40 years of experience dedicated to finding leaders who will drive innovation in the life sciences industry and beyond.

**Industries Served:** Healthcare/Life Sciences, Biotechnology, Pharmaceuticals

**Office Locations:** Fort Lee, NJ and London, UK

# StoneWood Group Inc.



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**Firm Overview:** With a decades-long reputation for identifying and recruiting top executive talent, StoneWood Group has become the trusted advisor to many organizations looking to hire the very best executives. Their consultants have spent years developing strong relationships with dynamic, driven, empathetic leaders and also with organizations looking for the right talent to take them to the next level. StoneWood Group belong to a global network of executive search firms who they call on regularly to source talent from around the world. Cultivating these relationships results in outstanding candidates for every search. They also support their clients with guidance and tools through the hiring process to ensure that each hire is the right fit.

**Industries Served:** Technology, Financial Services, Industrial, Professional Services

**Office Locations:** Toronto, Ottawa

# Storbeck Search | Diversified Search Group



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**Firm Overview:** Storbeck Search, a part of Diversified Search Group, excels in identifying new leadership for colleges, universities, independent schools, and education-related nonprofit organizations.

Shelly Weiss Storbeck founded the firm in 2007 to focus on executive search in the education sector. From the start, consultants have formed strong relationships with educational institutions and related nonprofit organizations nationwide.

In 2020, Storbeck Search became a Diversified Search Group company. Both firms were founded by women, with the purpose of promoting increased diversity across the leadership pipeline, and have long track records of building diversity and equity internally and through placements.

Whether the institution is a college or university, an independent or charter school, or a nonprofit, Storbeck Search | Diversified Search Group brings unmatched focus and dedication to each search. At Storbeck Search, being part of Diversified Search Group translates into broadened and expanding networks – while reinforcing our commitment to diversity, equity, and inclusion as well as our reputation for nimble, personalized service.

**Industries Served:** Colleges and Universities, Independent and K-12 Schools, Education-Related Nonprofits

**Office Locations:** Media, PA

# Strawn Arnold & Associates



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**Firm Overview:** Strawn Arnold & Associates, Ltd. is a premier provider of executive search to the life sciences and healthcare industries. Their reputation has been built through executing searches for directors of governance boards, all levels of general management, as well as selected functional experts. Many of their Partners are recognized as “best in class” in their market segments. With nearly four decades of service and experience, Strawn Arnold & Associates, Ltd. is unparalleled in the depth of its knowledge and understanding of the healthcare market.

**Industries Served:** Healthcare/Life Sciences

**Office Locations:** Texas, Kansas City, New Jersey, North Carolina

# Summit Search Group



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**Firm Overview:** Summit Search Group is committed to matching top employers with exceptional employees. Their objective is to ensure that businesses acquire a staff that advances the bottom line while candidates achieve their career goals. The work ethic at Summit can be summed up in one word: tenacious.

**Industries Served:** Accounting & Finance, Medical & Healthcare, Retail & Consumer, Agriculture, Oil & Gas, Mining & Energy, Pharmaceutical, Biotechnology, Professional Services, Public Sector, Non Profit, Real Estate, Retail & Consumer Goods, Technology, Transportation, Logistics & Supply Chain

**Office Locations:** Calgary, Edmonton, Halifax, Ottawa, Regina, Toronto, Vancouver, Winnipeg

# Summit Search Solutions, Inc.



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**Firm Overview:** Summit Search Solutions, Inc. is a boutique executive search firm that has served the education sector (higher education, K-12, and education-related nonprofits) since 2001. Summit offers tiered services that allow for client customization and flexibility in selecting services. Summit's diverse team of consultants is geographically dispersed throughout the US. The Summit team prides itself on the quality of our work, attention to detail, impeccable outreach, diversity of our candidate slates, and our ability to identify and recruit top talent.

**Industries Served:** Higher Education, K-12, Non-Profit

**Office Locations:** Headquarters in Asheville, NC with additional offices in New York, Maryland, Kansas, California, and Utah.

# Talento Human Capital Management



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**Firm Overview:** Talento Human Capital Management delivers talent and organizational solutions. The firm's expertise enables businesses to respond swiftly while evolving capabilities to address problems ranging in scope, complexity and geography. Every solution and client experience is driven by the Talento expert team. With decades of operational experience across more than 20 industries, Talento's team integrates a broad, versatile set of human capital services to create winning solutions for businesses at all stages. Talento Recruiting excels at delivering world-class talent by interpreting customer needs through their assessment methodology and team of business-minded recruiters.

**Industries Served:** Automotive, Aviation, Consumer Goods, Ecommerce, Education, Energy, Engineering, Financial Services, Healthcare & Life Sciences, Hospitality, Insurance, Manufacturing, Media & Entertainment, Oil & Gas, Professional Services, Real Estate, Restaurants & Travel, Security, Technology, Telecom, Retail

**Office Locations:** Miami, Lima and Los Angeles

# TalentRise



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**Firm Overview:** TalentRise is an executive search and talent management consulting firm based in Chicago, Illinois. Founded in 2008 to serve organizations that were disrupted by healthcare reform, TalentRise has since become a marquee name in the executive recruiting and talent consulting space by helping businesses to improve their performance through talent optimization.

**Industries Served:** Consumer, Industrial, Financial Industry, Healthcare & Life Sciences, Private Equity/VC Backed Startups, Retail, eCommerce, Professional Services, Technology

**Office Locations:** Chicago, Buffalo

# Taplow Group



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**Website:** [www.taplowgroup.com](http://www.taplowgroup.com)

**Firm Overview:** Recognizing that large global companies as well as entrepreneurial businesses have an acute need for specialized leaders and highly expert professionals, retained Executive Search is the core business of The Taplow Group partners.

**Industries Served:** Consumer Products, Financial Services, Digital and ICT, Industrial, Life Sciences, Non Profit, Professional Services, Real Estate

**Office Locations:** Global including Atlanta, Arizona, Charleston, Tampa Bay and New York in North America.

# Tatum



**Key Contact:** Dominic Levesque, Group President

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**Phone:** (717) 232-5786

**Website:** www.tatum-us.com

**Firm Overview:** Tatum by Randstad is a leading executive search firm specializing in C-level, Vice President, Director and senior-level management assignments across a variety of industries in both the for-profit and nonprofit sectors. With uncompromising attention to detail, thoughtful research and a diligent approach, they ensure that their clients hire and retain the best talent in the market.

**Industries Served:** Private Equity, Technology, Health Services

**Office Locations:** Atlanta, Chicago, New York, Houston

# Taylor Ryan Executive Search Partners



**TAYLOR RYAN**  
Executive Search Partners

**Key Contact:** Gavin Ryan, Managing Director

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**Phone:** (778) 775-1047

**Website:** [www.taylorryan.com](http://www.taylorryan.com)

**Firm Overview:** Executive Search services include detailed, proactive recruitment strategies designed to source and attract talent at a senior level or in highly skilled/challenging positions, including remote locations. Executive searches are led by a Partner or Principal in conjunction with a Research Specialist and are conducted on an exclusive, retained fee basis. This approach utilizes proactive headhunting and in-depth research across multiple markets.

**Industries Served:** Accounting & Finance, Commercial Real Estate, Construction & Technical, Financial Services, Mining & Industrial, Real Estate Development

**Office Locations:** Vancouver, Seattle

# Tempting Talent



**Key Contact:** Nicholas Macdonald, Managing Principal

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**Phone:** (917) 463-0092

**Website:** [www.temptingtalent.com](http://www.temptingtalent.com)

**Firm Overview:** Tempting Talent partners with Recruitment & Executive Search businesses to hire the best revenue generating talent, improve diversity, and identify new commercial opportunities.

**Industries Served:** Executive Search, Recruitment, Venture Capital, Private Equity

**Office Locations:** New York, London

# The Tolan Group



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**Phone:** (904) 875-4787  
**Website:** [www.thetolangroup.com](http://www.thetolangroup.com)

**Firm Overview:** The Tolan Group [TTG] is a Hunt Scanlon Top 50 healthcare executive search firm. TTG is a search firm that consists of 3 distinct recruiting divisions. With a recruitment team that handles executive placement, a separate team that recruits functional roles and a contract staffing division for certain clinical positions, there aren't many roles that can't be filled by The Tolan Group. With a focus on the healthcare ecosystem they can help hire talent in the healthcare services, healthcare Tech and Behavioral health sectors. The Tolan Group teams have placed titles from C-suite executives to individual contributors and all roles in between. Led by partners who have over 50 years of combined recruiting experience and being geographically agnostic, TTG is the go-to recruitment partner for many healthcare organizations located throughout the nation.

**Industries Served:** Healthcare/Life Sciences, Private Equity, Non Profit

**Office Locations:** St. Augustine, FL

# TriSearch

The logo for TriSearch, featuring the word "triSearch" in a white, lowercase, sans-serif font. The "tri" is in a lighter blue color, and "Search" is in white. The logo is set against a dark blue square background.

triSearch

**Key Contact:** Bob Aylsworth, CEO & Founder

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**Phone:** (516) 414-2003

**Website:** www.trisearch.com

**Firm Overview:** TriSearch is an International full-service talent acquisition managed services provider headquartered in Denver, CO. Recognized by both Forbes and Hunt Scanlon as a Top Nationwide Recruiting Firm of 2020, TriSearch provides customized partnership recruiting for filling multiple roles at all levels, targeted single search, HR consulting, Diversity & Inclusion and Career Transition Services. Utilizing proprietary new models, TriSearch offers highly customizable and scalable talent solutions that focus on a client's specific requirements.

**Industries Served:** Aerospace & Defense, Chemical, Construction, Consumer Products, Education, Environmental, Finance & Banking, Gaming, Healthcare, Medical, Information Technology, Insurance, Legal, Manufacturing, Industrial, Mortgage Banking & Finance Industry, Non Profit, Oil, Energy, Paper & Packaging, Private Equity, Venture Capital, Professional Services, Sports & entertainment, Telecom, Transportation & Logistics

**Office Locations:** Denver

# True Search

true

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**Firm Overview:** The True platform is a global suite of products and services driving the intelligence behind talent management. True consists of five business units: True Search, Thrive, Synthesis, AboveBoard and True Equity. Global recruitment for board members, c-suite executives, VPs, directors and other strategic talent. We focus on investment firms, their portfolio companies, and public companies seeking transformative growth.

**Industries Served:** Consumer, Edtech, Enterprise, Financial Services, Gaming, Entertainment, Media, Sports, Healthcare, Life Sciences, Security

**Office Locations:** Los Angeles, San Francisco, Chicago, Austin, Boston, London, Haddonfield, New York, Amsterdam, Berlin, Stockholm, Tel Aviv, Dubai, Shanghai, Singapore, Sydney

# Truenorth Executive Search



**Key Contact:** Bruce North, Founder & Managing Director

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**Phone:** (705) 792-9211

**Website:** [www.truenorthsearch.com](http://www.truenorthsearch.com)

**Firm Overview:** Truenorth Executive Search, Inc. is a boutique executive search firm operating throughout North America. They operate as a strategic partner to a wide range of clientele across all industries and with a broad spectrum of functional challenges and opportunities. Their core expertise is the ability to identify and recruit the leadership talent required by their clients to achieve transformational objectives for their businesses and to do this with diligence, speed, discretion and integrity. Truenorth has achieved an outstanding record of success in recruiting high performance executives and leadership teams to execute on start-up, turnaround and high growth strategies for their clients, with the objective of creating and growing enterprise value. As a search partner they focus on quality and speed in executing the search process, bringing creativity, tenacity and their relentlessly thorough discipline to each search endeavour.

**Industries Served:** Generalist

**Office Locations:** Toronto

# TSI Group, Inc.



**Key Contact:** Pamela Ruebusch, CEO  
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**Website:** [www.tsigroup.com](http://www.tsigroup.com)

**Firm Overview:** TSI Group is a boutique firm that provides services in executive search, strategic talent acquisition and leadership development throughout North America. They partner with their clients to offer their knowledge, capacity and resources to find and grow the talent that drives their clients' success.

**Industries Served:** Supply Chain, Logistics, Manufacturing, Retail, Consumer Packaged Goods, Transportation, Healthcare, Energy, Mining, Engineering, Private Equity

**Office Locations:** Ontario, Philadelphia

# TurnkeyZRG



**Key Contact:** Len Perna, Chairman & CEO

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**Phone:** (856) 685-1450

**Website:** www.turnkeyzrg.com

**Firm Overview:** Since 1996, TurnkeyZRG has completed over 1,400 executive searches spanning the full landscape of sports, entertainment and media. Before joining TurnkeyZRG, their leadership worked as senior executives at ESPN, MLB teams, NHL teams, music companies, SEC, ACC and Big East athletic departments and other top organizations within the sports, entertainment and media landscape.

**Industries Served:** Sports, Media, Entertainment, Music, Intercollegiate Athletics

**Office Locations:** New York, Atlanta, Austin, Boca Raton, Boston, Chicago, Cleveland, Dallas, Fort Washington, Los Angeles, New York City, Pittsburgh, Salt Lake City, San Diego, San Francisco, Virginia, Washington DC, West Hartford, Rio De Janero, São Paulo, Calgary, Toronto

# Tyzack Partners

The logo for Tyzack Partners, featuring the word "TYZACK" in white, uppercase letters on a dark blue rectangular background.

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**Phone:** 44 20 3178 4227

**Website:** [www.tyzackpartners.com](http://www.tyzackpartners.com)

**Firm Overview:** Established in 1958, Tyzack has been at the forefront of changes in the profession. From being one of the first firms to transition from advertising to executive search, to initiating one of the World's first international partnerships, Tyzack has been an innovator. Now Tyzack is bringing the firm's unrivalled history, relationships, and expertise to the current, ever changing business landscape by joining forces with the MitchellLake Group, a global executive search firm which, for the last 20 years, has focussed on digital ventures and transformation. The merged group provides the ultimate senior level talent solution for the modern age.

**Industries Served:** Information, Communications & Entertainment, Consumer Goods, Financial Services, Onboarding, Government & Non Profit, Human Resources, Leisure, Hospitality, Gaming, Sport, Private Equity, Professional Services, Real Estate, Financial Officers, Marketing & Communications, Technology

**Office Locations:** London

# The Up Group



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**Phone:** 44 20 3005 5600

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**Firm Overview:** The Up Group is a tech-focused executive search and networking business, building the boards and leadership teams of B2C and B2B tech and tech-enabled companies, as well as convening thousands of executives each year across Europe as part of their high-profile events programme, the Digital Masters. Based in London, Up has built a global talent network across the areas of: Board, CEO, General Management, Finance, People, Product, Tech, Data, Commercial and Marketing as well as Investors. Having previously been PE-backed, Up was acquired in 2020 by AMS, a global talent management solutions firm.

**Industries Served:** Growth and Transformation; VC-backed, PE-backed & listed; B2B & B2C; tech and tech-enabled; Board, CEO, General Management, Finance, People, Product, Tech, Data, Commercial, Marketing & Investors.

**Office Locations:** Millbank, London

# Valor Partners



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**Website:** [www.valorpartners.com](http://www.valorpartners.com)

**Firm Overview:** Valor Partners is a boutique search consultancy based in Virginia. They work with software and technology companies on executive sales and marketing leadership roles. While most of their work is with venture funded, enterprise software companies (Transmit Security, Quantexa, Stardog, Starburst Data and Zenoss as examples), their clients also include well established market leaders such as Rapid7, BlueYonder, SAP and many others.

**Industries Served:** Cybersecurity, Data & Analytics, Supply Chain, Female Executives, Healthcare Tech

**Office Locations:** Virginia

# Vardis



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**Website:** [www.vardis.com/en-us](http://www.vardis.com/en-us)

**Firm Overview:** Vardis believes you need exceptional talent with unique skills and attributes to maximize your returns. They call this Private Equity DNA. To define Private Equity DNA™ they have worked with their clients and the academic research of Professor Steven Kaplan, at Chicago's Booth School of Business, to identify the key characteristics that indicate success.

**Industries Served:** Private Equity

**Office Locations:** New York, London, Frankfurt, Dallas, Boston, Hong Kong

# Ventura Partners



**Key Contact:** Bob Damon, Partner

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**Website:** www.ventura-partners.com

**Firm Overview:** Ventura Partners is an executive search firm with particular depth in recruiting senior leadership talent for private equity-owned and owner/founder-run companies, and sports management. They specifically specialize in recruiting CFO's for private equity-owned companies, across all industries; C-level executives for Consumer and Retail companies with particular emphasis on the Fitness/Wellness, Action Sports and Outdoor Lifestyle categories; and Directors of Athletics, Coaches, and Administrators in professional sports organizations, colleges, and universities.

**Industries Served:** Board Services, CFO Services, Consumer, Human Resources, Executive Assessment

**Office Locations:** Los Angeles, New York, Chicago

# Verriez Executive Search



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**Website:** [www.verriez.com](http://www.verriez.com)

**Firm Overview:** Verriez Executive Search is a bespoke, boutique firm and do all their searches in-house, from first brief to final placement - and beyond. They have a deep and profound understanding of the needs of major corporations and niche organizations alike for specific C-Suite & Senior Finance talent, and have the experience to recruit at the highest levels with both discretion and efficiency. To discuss your C-Suite & Senior Finance recruitment requirements, whether current, ongoing or projected, call Verriez Executive Search in complete confidence. They offer face-to-face meetings observing the current government advice on social distancing due to COVID-19, and can also offer discussions via online meeting platforms.

**Industries Served:** All Industries

**Office Locations:** London, Ontario

# Versique



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**Firm Overview:** Versique is a high-performance recruiting firm that specializes in interim solutions, direct hire, and executive leadership search. Our team of experienced professionals and seasoned leaders across various areas of expertise and industries have been in your shoes. We can quickly assess your whole people picture and identify the elements that will take your business to the next level. The Versique brand represents a powerful combination of “versatile” and “unique” as it hints at the concept of “search” in its pronunciation: ver-seeek.

At Versique, we believe people are more than a resume. People invent, propel, unearth, and build. They transform teams, markets, industries, and bottom lines. People do more than just fill an open position. They open greater potential. We’re here to help fill your human potential and build your human capacity. Let’s find your people together. And make the best possible. For the past 4 years, Versique has been recognized as a Star Tribune Top Workplace, and was awarded a Best Place to Work in 2022 by the Minneapolis/St. Paul Business Journal. Versique also ranks as one of the top 25 most socially/marketing engaged staffing firms in the country and #1 in Minnesota by LinkedIn.

**Industries Served:** Finance & Accounting, Information Technology, Executive Retained Search, Human Resources, Demand Generation/Marketing Technology, Marketing, Engineering & Operations, Consumer Packaged Goods, Healthcare Leadership, Manufacturing Industry, Family Owned Businesses, Banking & Financial Services, Sales

**Office Locations:** Minneapolis

# Vetted Solutions

**Vetted**Solutions

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**Firm Overview:** Vetted Solutions specializes in retained search for senior leaders of associations, nonprofits and other purpose-driven organizations. Offices in Washington, D.C, Chicago and Los Angeles serve clients nationwide.

For more than a decade, Vetted Solutions has worked in partnership with leading names across the nonprofit world to identify, recruit and launch highly successful CEOs, board members, C-suite executives and other leaders uniquely suited to the distinctive demands of purpose-driven organizations.

Vetted Solutions clients span multiple sectors and industries, including professional and trade associations, scientific and health-care organizations, building and architectural groups, the hospitality and destination-marketing community, and others.

The firm's reputation for consistently superior performance derives from a distinctive combination of proven executive search expertise and direct experience in the management and governance of purpose-driven organizations. Vetted Solutions also is widely recognized for its long-term commitment to advancing the role of diversity, equity and inclusion in recruitment and workforce development.

**Industries Served:** Trade Associations, Professional Societies, and other Purpose Driven Nonprofit Organizations

**Office Locations:** Washington D.C., Los Angeles, Chicago

# Vlaad and Company



**Key Contact:** Bill Vlaad, Managing Partner

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**Firm Overview:** Vlaad and Company provide a tailored and meticulous search process with proven results. Whether you are looking for a rockstar or you are a rockstar looking for your next opportunity, they partner with you to find your perfect match. As the leading executive recruitment specialists in the finance sector, Vlaad and Company has successfully helped hundreds of clients find exceptional talent.

**Industries Served:** Investment Banking, Corporate Banking, Capital Markets, Private Equity and Venture Capital, Advisory, Project and Structured Finance, Asset/Wealth Management Office Locations: Toronto, Calgary, Montreal, Vancouver

**Office Locations:** Toronto, Calgary, Montreal, Vancouver

# Ward Howell



**Key Contact:** Bernd Prasuhn, Chairman of the Board

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**Website:** www.ward-howell.com

**Firm Overview:** Ward Howell International (WHI) is known as the world's second oldest executive search firm. Over the past seventy years, they have developed into one of the premier strategic leadership consulting firms successfully establishing a global competence network which allows them to be active all over the world in various industries for multinational companies, local corporations, mid-sized companies as well as government agencies, law firms and financial services firms.

**Industries Served:** Consumer, Life Sciences, Industry, Automotive, Technology, IT, Telecom, Media, Legal, Financial Services, Public Sector, Education, Energy

**Office Locations:** Global, Dusseldorf

# Warren Partners



**Key Contact:** Joëlle Warren, Executive Director & EOT Chair

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**Website:** [www.warrenpartners.co.uk](http://www.warrenpartners.co.uk)

**Firm Overview:** Warren Partners is an employee-owned leading UK executive search firm, devoted to supporting and recruiting executive and non-executive directors across the UK and internationally. With a global network they combine the benefits of a boutique firm with regional strength and market leading research. Warren Partners work with FTSE 350 companies and clients across the eco-system to build diverse boards and leadership teams to deliver positive sustainable change.

**Industries Served:** Financial Services, Industrial, Retail, Consumer & Well-Being, Property & Real Estate, Technology & Digital, Professional Services, Membership and Non-Profit

**Office Locations:** London, Cheshire, Edinburgh

# Waterford Global



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**Firm Overview:** Canadian-based Waterford Global Inc. is a top-tier retained executive search and physician recruitment firm providing services in North America and internationally. As the exclusive provider-of-choice to many of its clients, Waterford Global is the recruitment partner to organizations ranging from start-ups to PE-funded growth stage companies to global market leaders.

As the only search firm in Canada to have ever received the Canadian Business Excellence Award for Private Businesses, Waterford Global is now a three-time recipient of the Award (2020, 2021, and 2022).

**Industries Served:** Food & Agriculture, Healthcare, Retail & Manufacturing, Private Equity & Venture Capital, Professional Services, Financial Services, Energy & Natural Resources, Cleantech, Construction & Infrastructure

**Office Locations:** Canada

# Waterhouse Executive Search



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**Phone:** (604) 806-7715

**Website:** www.waterhousesearch.com

**Firm Overview:** Waterhouse Executive Search is a mid-sized private OEM with facilities in 7 countries. The international aspect of our business has an important influence on their staffing decisions. Many of their North American salaried positions must work across cultural, language and social boundaries in dealing with their international colleagues and customers. Waterhouse Executive Search's Corporate culture has developed to embrace cultural differences and use them to improve results. When they fill a salaried position, they have learned it is critical to the success of the candidate that they have an excellent fit with their team and their culture, in addition to being competent to perform the expected duties.

**Industries Served:** Consumer, Financial Services, Healthcare, Industrial, Life Sciences, Professional Services, Public Sector/Non Profit, Technology

**Office Locations:** Vancouver

# Waterstone Human Capital



**Key Contact:** Marty Parker, CEO  
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**Firm Overview:** Corporate culture drives performance – it’s your organization’s greatest asset. At Waterstone, their mission is to recruit, align, develop and transition your human capital, to help you maximize performance and build a great, high-performance culture.

**Industries Served:** Consumer, Education, Financial Services, Healthcare, Industrial, Life Sciences, Non Profit, Private Equity, Professional Services, Technology, Sports, Media, Entertainment

**Office Locations:** Toronto, Vancouver, Montreal, Delray Beach

# WB&B Executive Search



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**Firm Overview:** Founded 48 years ago, WB&B Executive Search (WB&B) is a global minority-owned management consulting firm providing executive search and diversity consulting services. The firm has pioneered innovative offerings including mid-management talent pipelining, talent mapping, and Invitationals to achieve clients' talent acquisition objectives.

**Industries Served:** Healthcare, Financial Services/Insurance, Retail, CPG, Fintech, Utilities/Energy, Manufacturing, and Academia

**Office Locations:** New York, New Jersey, Washington DC, South Carolina and California

# Westmont Search



WESTMONT SEARCH

Recruiting leaders in healthcare.

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**Firm Overview:** The healthcare industry continues to experience unprecedented changes. More than ever, health systems, healthcare providers, hospitals, managed care plans and insurance companies require the right leadership to meet the demands of the industry. Westmont Search's focus is on the business side of healthcare, working closely with health systems, healthcare related organizations and managed care companies throughout the country.

**Industries Served:** Academic Medicine, Rural & Urban Health Systems and Hospitals, Managed Care Government Programs, Medicare, Medicaid, CHIP & MLTSS, Long-Term Care, Ancillary Health Companies, Managed Service Organizations (MSOs), Healthcare Analytics

**Office Locations:** Westmont, IL

# Whitham Group



**Key Contact:** Carina Whitham, President

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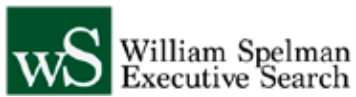
**Website:** [www.whithamgroup.com](http://www.whithamgroup.com)

**Firm Overview:** Whitham Group is a Retained Executive Search Firm proudly hailing from the Bay Area, the hub of renewable energy. They are a Certified Woman Owned Business, Woman Business Entity and Certified by the California Public Utilities Commission as a Diverse Supplier of Recruitment Services and Executive Search.

**Industries Served:** Renewable Energy/Cleantech

**Office Locations:** London, Manila, San Francisco

# William Spelman Executive Search



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**Firm Overview:** William Spelman Executive Search (WSES) is a retained executive search firm specializing in identifying and recruiting highly qualified and diverse candidates for executive positions in higher education. William Spelman Executive Search's searches are rooted in the close partnerships they form with their clients, with whom they share a commitment to finding the best and brightest to carry out the important work of educating the world's future leaders.

**Industries Served:** Higher Education

**Office Locations:** Webster, NY

# Williams Executive Search, Inc.



WILLIAMS EXECUTIVE SEARCH, INC.

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**Firm Overview:** Williams Executive Search, a prestigious Minneapolis headquartered retained executive search firm, has built a national reputation for its successful approach to recruitment. For more than 25 years, the firm has specialized in senior level search and selection of executives for companies ranging from pre-IPO to Fortune 500.

**Industries Served:** Professional Services, Consumer Products, Financial Services, Industrials, Technology, Telecom, Private Equity, Venture Capital, Higher Education

**Office Locations:** St. Louis Park, MN

# WilsonHCG



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**Firm Overview:** A trusted leader in executive search, WilsonHCG has a global footprint that spans 65 countries and six continents. Its expertise covers a variety of industries and role types, especially companies that are experiencing high growth or those in need of organizational buildouts. Some of the world's most admired brands rely on WilsonHCG because of its ability to place transformational, high-impact talent.

**Industries Served:** Generalist

**Office Locations:** Tampa, Manchester, Toronto, Krakow, Bucharest, Hong Kong, Shanghai, Beijing, Singapore, Tokyo, New York, Belfast, Cape Town, Manila, Sydney, Hyderabad, Madrid, Dublin, Boston and Vilnius.

# Wilton & Bain

WILTON & BAIN

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**Firm Overview:** Wilton & Bain provide Executive Search and Leadership Advisory services to businesses going through transformation and change. They are a global firm but they think like a growth business. Wilton & Bain's diversity of ideas and approach match their clients' ambition and innovation. With Wilton & Bain there is no groupthink, just the constant pursuit of greatness.

**Industries Served:** Professional Services, Consumer Products, Financial Services, Industrials, Technology, Telecom, Private Equity, Venture Capital

**Office Locations:** London, New York, Texas

# Witt Kieffer



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**Website:** www.wittkieffer.com

**Firm Overview:** WittKieffer is a leading global executive search and advisory firm dedicated to improving quality of life through impactful leadership. For more than 50 years, the firm has operated exclusively at the intersection of for-profit and not-for-profit healthcare delivery, science, and education—the “Quality of Life Ecosystem.” Through its DEI, Interim Leadership, Board Services and Leadership Advisory solutions, WittKieffer helps build and enhance leadership teams that transform organizations and communities. WittKieffer combines the agility and personalized service of a boutique firm with global scale to deliver exceptional outcomes.

**Industries Served:** Healthcare, Life Sciences, Commercial Healthcare, Education, Not-for-Profit

**Office Locations:** Oak Brook, IL

# Work&Partners LLC



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**Website:** [www.workandpartners.com](http://www.workandpartners.com)

**Firm Overview:** Work&Partners LLC is a retained executive search firm that recruits senior-level executives for the world's top management and technology consulting organizations, hi-tech firms and corporations on a global basis. Work&Partners combines this core competency with a strong focus and a proven record of success in the demanding M&A Due Diligence, TAS and Corporate Finance consulting environments.

**Industries Served:** Financial Services, Accounting, Digital Media, Private Equity, Venture Capital, Professional Services

**Office Locations:** Mount Kisco, NY

# Y Scouts



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**Firm Overview:** Y Scouts is a retained executive search firm serving high-growth U.S. & Canada-based health & wellness, cannabis, and SaaS companies. Their team of subject matter experts in 'hiring on purpose' has shifted the national conversation around the importance of hiring candidates who connect to your company through shared values, vision, and sense of purpose. Y Scouts has flipped the broken vertical model on its side, creating horizontal alignment between leaders and companies.

**Industries Served:** Health & Wellness, Cannabis, SaaS Companies, Consumer, Human Resources, Social Impact

**Office Locations:** Scottsdale, AZ

# Young Search Partners, LLC- Retained Executive Search



YOUNG SEARCH PARTNERS

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**Phone:** (813) 254-6490

**Website:** [www.youngsearchpartners.com](http://www.youngsearchpartners.com)

**Firm Overview:** Young Search Partners is a boutique executive search firm uniquely positioned to provide highly customized and laser targeted search solutions. Their approach is as unique as the companies that retain them and the talent they source. Young Search Partners' size makes them agile, responsive and attentively poised to assist their clients as they face an ever changing business landscape.

**Industries Served:** Technology, Consumer, Manufacturing, Hospitality, Supply Chain, Professional Services, Non-Profit

**Office Locations:** Atlanta, Tampa

# ZRG



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**Firm Overview:** ZRG Partners, LLC is a global talent advisory firm, providing people solutions for their clients' most complex talent issues. ZRG's core offerings include revolutionary, data-based, executive search focusing on senior leadership around the world. Their suite of on-demand talent offerings helps backfill open roles and address project-based work with specialized talent. Their consulting and advisory solutions focus on key issues like culture, strategic alignment, coaching, and sales optimization.

**Industries Served:** Consumer & Retail, Education, Financial Services, Healthcare, Industrial, Life Sciences, Non-Profit, Private Equity, Professional & Technology Services, Social Impact, Sports & Media, Technology, TV/Film/Digital Entertainment

**Office Locations:** New York, Atlanta, Austin, Boca Raton, Boston, Chicago, Cleveland, Dallas, Fort Washington, Houston, Los Angeles, New York City, Pittsburgh, Salt Lake City, San Diego, San Francisco, Virginia, Washington D.C., West Hartford, Rio De Janeiro, São Paulo, Calgary, Toronto, Dubai, Frankfurt, Geneva, London, Manchester, Paris, Shanghai, Hong Kong, Sydney