

# EXECUTIVE SEARCH FAQ'S



## What is executive search?

An executive search firm partners with a client to identify, assess and select the best leader fit candidate to fill their organization's most senior-level executive positions.

## Why use a retained executive search firm?

By using a retained executive search firm, you have the confidence of knowing that our Executive Search experts will provide you the most qualified candidates who are genuinely interested in your business opportunity.

## What does the executive search process look like?

Our Executive Search Process consists of 7 phases

1. Develop Search Strategy
2. Build Candidate Pool
3. Assess Candidates
4. Present Candidates
5. Interview Client Candidate
6. Finalize Search
7. Onboard Executive

## How long will the executive search process take?

A full executive search process typically takes 90 to 120 days.

## What does executive search cost?

We are a retained executive search firm. Our client fee is 30-33% of the total first-year cash compensation and bonus package of the candidate placed, plus mutually agreed upon expenses.

## Is the executive search process confidential?

We are committed to upholding high ethical and professional standards. Our executive search professionals respect both the individual and the organization's rights to privacy and confidentiality.

## Is the executive search process transparent?

We built a reputation on transparency and accountability and commits to open, honest communication throughout the search process

## Do you guarantee the tenure of your placements?

We guarantee our placements for 6 months from start date. If the selected individual leaves within the 6 months, we will conduct a replacement search for no fee.

## Do you offer executive transition?

Yes. We provide executive transition for the first 90 days into a new executive role.

## Do you offer executive coaching?

We recognize that the first six months a leader steps into a new role is critical to both the individual and organization's success. To support a successful transition we offer executive coaching. Our typical coaching engagement is 6 months in duration, but we can support clients anywhere from 3 to 12 months, depending on the situation.

## Should I submit my resume?

Yes. We work on behalf of our clients to fill executive-level positions. If you are an experienced executive interested in being considered for future opportunities, please, feel free to submit your resume.

## What happens after I submit my resume?

Once we receive your information, our Executive Search Consultants put your information into our database. We will contact you directly if your background and experience match current or future opportunities.

## How do you keep us up to date on the status of the search?

We define a process up front to ensure effective communication throughout. You will be kept up to date via weekly conference calls, in-person meetings and/or written status reports.

## Do your Executive Search Consultants adhere to Code of Ethics and Standards of Professional Conduct?

We are committed to the highest professional practices, acting in the best interests of our clients, candidates, the community-at-large, and our profession.