

WE BUILD TEAMS THAT GROW COMPANIES

Recruiting board members, C-suite executives, and senior-level professionals across various industries:

- Consumer Products & Retail
- Deep Tech & Space Tech
- Healthcare Services
- Private Equity
- Healthcare IT
- Industrial
- Technology



MARKET DEPTH

High-touch and collaborative, we take a focused, strategic approach to talent management providing comprehensive solutions that span the organization. With teammates across the globe, we have the combination of industry expertise, functional discipline and geographic presence to address the most critical and strategic search needs for companies ranging \$5M to over \$1B in both public and private sectors.



PROVEN RESULTS

With our deep network, proven success, comprehensive approach and consultative focus, we deliver a white glove approach throughout the executive search process. We present our clients with leaders who have demonstrated experience in realizing an organization's full potential.



RELATIONSHIP- FOCUSED

Immersing ourselves in your business to understand your objectives and culture is critical to our mutual success. Intuition and personal relationships remain our driving force in today's digital environment.

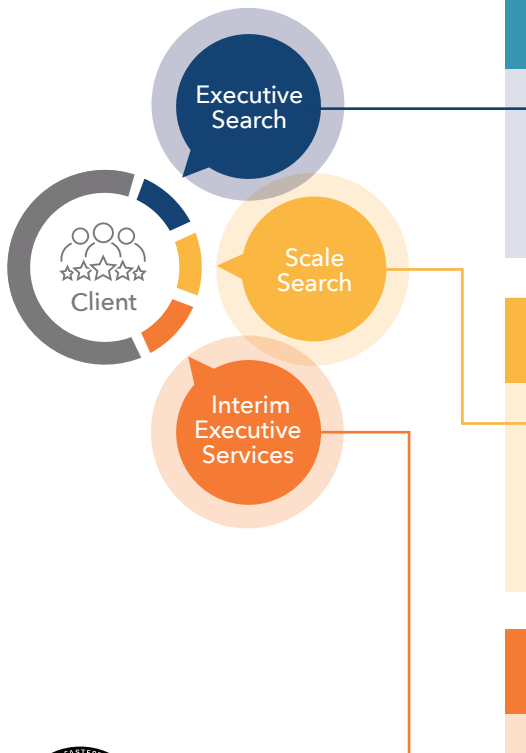
95%

of our searches result
in client placements

116 DAYS

on average to
complete our search
with candidates in
their new position





EXECUTIVE SEARCH

Our award-winning team delivers a comprehensive and strategic approach to securing optimal leaders for board and C-level positions. We bring a deep understanding of various sectors along with a strong network of contacts and a proven ability to identify and attract leaders who understand the operating efficiencies, governance, innovative approach and cultural transformation needed to generate successful results.

MID-LEVEL MANAGEMENT RETAINED SEARCH (SCALE)

After we've identified a senior-level executive to grow a company, we will work with the client to find and engage high-caliber mid-level managers to build a cohesive team to help them scale their organizations effectively and efficiently. By leveraging our knowledge of our client's business, culture and goals, we are uniquely positioned to place high-caliber, highly promotable, talent across the mid-management levels of an organization to drive optimal value for long-term success.

INTERIM EXECUTIVE SERVICES

We help companies reach their full potential by placing interim C-suite and senior-level finance executives during times of transformation and transaction. Our team recruits the best finance executives who add immediate value and fit seamlessly into our clients' unique cultures. Within a few days, these consultants are ready to deploy and create a seamless transition plan or find their home within your organization for the duration.



+ **Forbes**

Globally recognized by Inc. 5000 & Forbes

ABOUT FOCUS SEARCH PARTNERS & VACO

Focus Search Partners was founded in 2001 and became a Vaco company in 2014. Vaco Holdings is a \$1.3 billion professional services firm that encompasses a unique family of brands delivering end-to-end solutions across functional areas and industries.



**STRATEGIC
STAFFING**



**GLOBAL BUSINESS
CONSULTING**



HEALTHCARE IT



RETAINED SEARCH



**PRODUCT &
PLATFORM
DEVELOPMENT**