

## A Digital Solution to Global Executive Search.

**30+**

COUNTRIES

**20+**

INDUSTRIES


**50%**

DIVERSITY +  
INCLUSION  
HIRES

**95%+**

RETENTION  
RATE





The world has redefined the future of work – from remote-first offices to championing workplace diversity by sourcing exceptional candidates around the globe. To attract your next top executive, you need an executive search partner ahead of hiring trends who leverage modern technology and digitalization to connect with candidates across all geographies.

By leveraging experience, dedication to service, and our innovative use of digital tools and technology, we are able to offer something truly unique – a fast and effective solution, centered around quality, free of financial risk – that can fulfill your constantly evolving hiring needs across all industries, geographies and job functions.

**SmartSearch is the Smart Choice.**







## our expertise

### Executive Search

We redefined Executive Search. Our professional team of consultants leverage digital tools, technology, and decades of experience to connect with the highest quality talent – regardless of their employment status, location, industry or job function. Our iterative and collaborative approach guarantees initial candidates within ten days of our engagement – significantly increasing the quality of hire and decreasing the time to fill. You only pay once we've successfully placed a candidate within your organization. 0% financial risk and 100% peace of mind.



### Market Insight


Today's business landscape is evolving faster than ever. Companies need to adapt. Remote work has exploded, job transitions are at a record high, and employee health, safety, and security are top of mind for companies. SmartSearch's comprehensive insights go far beyond executive talent. We empower our clients to make important decisions with today's most crucial data from industry trends, market analysis, organizational changes, and compensation packages.

### Talent Mapping

Improve your talent acquisition strategy with talent mapping. This fully customizable strategic service helps you understand critical factors such as demographics, compensation and benefits packages, competitor insights, workforce trends, market analytics and intelligence, and more. Talent mapping is an essential tool to attract top talent and increase employee engagement and retention. SmartSearch will work with you to determine the scope of your organization's talent mapping needs.

### Leadership Coaching

SmartSearch works with candidates as well as companies. If you are a high-performing executive actively applying for a new position or considering a future career move, the SmartSearch team can support you. Our private coaching service is ideal for leaders who want help determining their professional next steps and guidance to conquer the complex recruitment process.



**talent for  
tomorrow,  
today.**



# The SmartSearch Advantage

## A model built to deliver results

### Our model includes six key advantages

#### Global Reach

SmartSearch simultaneously sources talent regionally, nationally and internationally for any given search. In addition to widening the overall candidate pool, this approach allows us to attract internationally minded candidates who have valuable work experience abroad and may be interested in relocating for the right opportunity or to repatriate to their home country. In the face of globalization, these desired candidates often speak multiple languages, can navigate highly matrixed organizations, and understand industry best practices – but they can be overlooked by other search firms who rely on personal networks within a restricted location.

#### Digital Edge

SmartSearch engages the highest quality candidates in the market. Recruitment firms have traditionally sold themselves on their ability to select candidates within their professional networks and existing databases – almost always within restricted geography, industry, or function. Technology and social media, combined with globalization, have revolutionized the way people interact and connect with one another, enabling a much more visible and accessible talent pool. This is especially true the higher you go in an organization as these individuals tend to have a larger digital footprint. SmartSearch specializes in using digital tools and technology to identify candidates and make it simple for them to connect with us. Our approach facilitates conversations between clients and candidates which they otherwise would not have had.







## Diversity Mindset

SmartSearch prides itself on bringing our clients a diverse selection of talent – incorporating Diversity, Equity, and Inclusion principles in every submission. In order to maximize company performance, it is imperative to engage with the entire workforce – prioritizing diversity of culture, gender, and ideas. Our approach to executive search widens the talent pool – and is more effective at engaging all candidates, many of whom have historically been excluded from more traditional recruitment networks.

## At Your Service

SmartSearch provides both candidates and clients with an experience centered around professionalism, integrity and trust. We are committed to providing our clients with personal service tailored to address their unique challenges and enable them to make better strategic decisions around talent. Our candidates are treated with the same level of service – that stresses confidentiality, honesty, as well as timely and constructive feedback to help them achieve their professional goals.

## Fast Delivery

SmartSearch guarantees to present initial candidates who have been thoroughly screened and interviewed within ten days of engaging on a search. As we do not require candidates to meet us face-to-face, we are able to work around their busy schedules across multiple time zones resulting in a more dynamic and streamlined approach. This leads to faster feedback from our clients, an accelerated interview process, and a reduced time to hire.

## Zero Financial Risk

SmartSearch only charges a fee when we successfully place a candidate into our client's organization. We do not charge any upfront retainer fees. We also offer a 12-month insurance period for any candidate who we place – removing the risk for a client to work with us.

**committed  
to long-term  
success.**





# Case Studies

## Track record in transformation

### Private Equity

**Title:** Chief Digital Officer

**Reporting Line:** CEO & Board

**Company:** Private Equity Backed Global Engineering Firm

**Location:** Munich, Germany

**Challenge:** New position for the organization. SmartSearch was hired by the PE fund to work with the portfolio company CEO to create a job description and role outline for a Chief Digital Officer position. We helped work with the board and C-Suite to carve out a Digital Transformation organization and define the ideal candidate profile fitting the task ahead. The following criteria was used in defining digital leadership capabilities and experience:

- Business model transformation/  
New products & services
- Optimization/redesign of internal processes
- Automation of manufacturing processes
- Data and analytics
- Digital channels (mobile/web apps, social media)
- IT & Software (Cloud, ERP, etc.)

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing Digital C-Suite talent across the whole of Europe. After suggesting the client interview 3 candidates – 2 candidates made it to the final interview stage before 1 was selected and hired.

**Timeline:** 11 weeks  
(from job briefing call to offer acceptance)





## Pharmaceuticals

**Title:** Global Vice President of Human Resources

**Reporting Line:** CEO

**Company:** Global Multinational  
Pharmaceutical Firm (publicly listed)

**Location:** Frankfurt, Germany

**Challenge:** CEO decided to implement an Ulrich model for HR across the global organization – creating a HR shared services, center of excellence, and HR business partners who would closely align with the divisions and P&L leaders. Historically the HR function was transactional and administrative – the company needed to transform HR into a proactive business centric organization.

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing CHROs and senior HR talent across the whole of Europe – focusing on candidates with extensive international experience, change management expertise, and a track record of transformation and business alignment. After suggesting the client interview 4 candidates – 2 made it to final interview stage before 1 was hired. After their first year within the role they were recognized by one of Germany's leading business magazines as the year's top transformational HR leader.

**Timeline:** 12 weeks  
(from job briefing call to offer acceptance)







## Insurance + Professional Services

**Title:** Chief Risk Officer

**Reporting Line:** Divisional Business President

**Company:** Global Multinational Insurance Firm  
(publicly listed)

**Location:** Chicago, United States

**Challenge:** Our client was looking to confidentially replace their current Risk leader due to misalignment with the business President and recent poor performance. The organization was going through extensive transformation and bringing in new lines of business – therefore they needed someone who could advise the business on all new business ventures from a risk and compliance perspective.

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing senior risk and compliance executives across the whole of the US – focusing on candidates with a broad breadth of experience with a diversity of insurance business line knowledge and exposure. After suggesting the client interview 6 candidates – 2 made it to final interview stage before 1 was hired.

**Timeline:** 14 weeks  
(from job briefing call to offer acceptance)





## Industrial Manufacturing

**Title:** Global Vice President of Operations & Manufacturing

**Reporting Line:** CEO

**Company:** Global Multinational Industrial Manufacturing Firm (publicly listed)

**Location:** Ohio, United States

**Challenge:** Company strategy was shifting operations from high cost countries to low cost countries – at the same time increasing automation and implementing industry 4.0. The client needed a strong operations leader with a lean six sigma background and global experience, who was also well versed in technology and automation. The position could be based anywhere across the US as long as the candidate was open to extensive travel.

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing operations and manufacturing talent across the whole of the US – focusing on candidates with extensive international experience and technologically adept. After suggesting the client interview 5 candidates – 3 made it to final interview stage. The client then decided to hire two candidates for the role – 1 for the original position and another for a slightly more junior role they decided to create based on the candidates' unique experience.

**Timeline:** 14 weeks  
(from job briefing call to offer acceptance)





## Automotive

**Title:** Global Vice President of Finance

**Reporting Line:** Divisional Business President

**Company:** Global Multinational Automotive Firm  
(publicly listed)

**Location:** Michigan, United States

**Challenge:** A new division was recently formed focusing on advanced safety features and user interface experience for electric vehicles – which the company sees as the engine for all future growth. They needed a senior finance leader with extensive M&A and integration experience – who could lead a young division through a period of unprecedented growth. This individual would need to be well versed in change management and organizational transformation as they look to bridge the gap between being an automotive company (historically) and a tech company (the future).

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing CHROs and senior HR talent across the whole of Europe – focusing on candidates with extensive international experience, change management expertise, and a track record of transformation and business alignment. After suggesting the client interview 4 candidates – 2 made it to final interview stage before 1 was hired. After their first year within the role they were recognized by one of Germany's leading business magazines as the year's top transformational HR leader.

**Timeline:** 12 weeks  
(from job briefing call to offer acceptance)



## Consumer Goods

**Title:** Divisional CEO & President

**Reporting Line:** Group CEO

**Company:** Global Multinational CPG Firm (publicly listed)

**Location:** London, United Kingdom

**Challenge:** As the route to market became more and more digital and e-commerce focused, our client needed to bring in a new CEO for one of their businesses in order to keep up with the competition. They needed a transformational leader, well versed in change management, who would be able to define and execute a new go-to-market strategy and integrate new digital applications across the organization. As the entire organization lacked in this area – it was imperative they find an external option.

**Solution:** SmartSearch sourced, engaged, and thoroughly interviewed existing CEOs and divisional presidents across not only the UK, but the whole of Europe (finding British expats willing to relocate to London) – focusing on candidates with a broad breadth of experience in e-commerce and strategic transformation. After suggesting the client interview 4 candidates – 2 made it to final interview stage before 1 was hired.

**Timeline:** 12 weeks  
(from job briefing call to offer acceptance)







## Technology Focused, Human Centered.

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