

SELECTING A SEARCH FIRM





SELECTING AN EXECUTIVE SEARCH FIRM

Opting for an executive search firm can be a game-changer for your company, offering access to a broader pool of potential candidates and an added layer of evaluation and screening. This extra layer of scrutiny helps minimize the costly risk of making a hiring mistake, bringing objectivity into the hiring process. Working with the right search professional is crucial for a successful outcome, especially when it comes to leadership positions like CEOs or top executives.

In the quest for an executive, the one-size-fits-all approach doesn't work. The key decision in your search process is selecting the right partner firm, whether you're heading a Search Committee for a CEO or looking for a specialized technical resource. The success of your search often hinges on this choice.

Consider the following factors when picking a search firm:

Talent Pool Building Capability:

Opt for a firm that excels in building a high-quality and extensive talent pool, reaching beyond active job seekers. A dedicated recruiting firm is preferable over consulting or human resource organizations that might focus on referrals.

Location of the Firm:

Don't assume that a large "national" firm in a major city is the only solution. Consider local firms that can effectively sell the local market to out-of-town candidates, reducing relocation costs and flight risks.

Evaluate the Person, Not Just the Firm:

Success depends on the individual conducting the search, not just the firm's reputation. Boutique or mid-sized firms can offer experienced search professionals for mid-sized companies. Establish a trusting relationship with the person leading your search.

Demonstrated Success:

Look for a firm that has a track record of successfully completing similar searches within your industry or related industries. Repetitive success in filling leadership positions of similar size and function is crucial.

Motivation and Commitment:

Gauge the level of commitment from the firm or search consultant. Ensure they are fully invested in finding the best candidate and share a sense of responsibility for the successful outcome.

Capacity and Off-Limits Restrictions:

Consider the firm's capacity to perform the search and understand any off-limits restrictions. Price should not be the sole determinant; focus on the value of hiring the right candidate. Ensure that the search professional can reach candidates in your industry without constraints.

This checklist will guide you in selecting the ideal search firm partner for your critical hiring needs in today's dynamic business environment.

WilliamCharles Search Group is a boutique executive search and professional recruiting firm providing services to companies across a variety of industries. Our focus is on leadership positions up to the C suite, including President/CEO. Our work is concentrated in finance, human resources, operations/supply chain, sales/marketing and administration. Our most common clients are private, family owned, private equity-owned and ESOP companies. We work extensively in West Michigan and Western Pennsylvania, and have demonstrated experience nationally and globally through a network of partners.