



## EXECUTIVE SEARCH

### **Why Work With Archer?**

Archer is uniquely qualified and experienced to bring the right talent to Global and Pacific Northwest Companies. We develop long-term relationships with our clients and are retained to assist them with crucial senior level searches. Our clients find that we are a pleasure to work with and we bring the following success factors to your search:

**Track Record of Success:** We have significant experience hiring for Senior Leadership, Technology Executives, Sales and Business Development Leaders and many other mission-critical roles. Our Executive level searches cover a wide range of industries and functional areas, as you will see from the partial example list at the end of this document.

**Efficiency and Objectivity for Your Leadership Team:** Archer reduces the total time impact on busy hiring executives. You only see pre-qualified finalist candidates who meet the desired profile both technically and behaviorally. Archer acts as an objective party throughout the process, facilitating the process to successful consensus and completion. All candidates, including any internal candidates, are treated consistently and with the utmost objectivity and care as they are evaluated.

- 1. Unique Candidate Access:** Archer provides you access to candidates who are not accessible through traditional means. These candidates are typically successfully employed, but are ready to take the next step in their careers. We do this through many referral sources, utilizing our existing candidate network and direct recruiting methods. Archer's own applicant database boasts thousands of qualified candidates actively seeking their next opportunity.
- 2. We Work as a Team:** Archer utilizes a "team-based" approach for the search and Ann-Marie Archer is involved throughout the process. While your search will be assigned a Lead Executive Recruiter, another Archer team member is working on the engagement simultaneously to provide backup and maximum effort. Our use of internet-based research and having well-skilled research assistants on our team ensures a quicker and more accurate identification of "best fit" candidates. All candidates are interviewed and assessed by multiple team members with the final interview and submittal made to the Hiring Executive or Search Committee by the Executive Recruiter. If the candidate is local, we will meet the candidate in person prior to submittal.
- 3. We are local:** Our team lives, works, networks, and volunteers in the Pacific Northwest. While we recruit nationally and internationally, the majority of our client companies are headquartered in the Pacific Northwest. This means we know the local candidate market intimately as well as the local business and lifestyle culture of our area. This gives us credibility with candidates and clients alike. Our local networks are genuine and referrals personal. We are able to meet and work with your team in person to create strategies and process; as well as assist in the facilitation of the experience.



## Archer Executive Search Process

### Phase 1 – Discovery and Alignment:

- ❑ **Discussions with your Principals** to understand position search parameters and requirements, company and cultural information, and any overarching issues to be considered.
- ❑ **Interviews with other ‘Stakeholders’** identified as critical to be included in the process.
- ❑ **Alignment with Job Descriptions and Top Search Criteria.** We will come to agreement on the content and style of the job descriptions as well as the Top 5 Criteria that all candidates must have to be submitted.

### Phase 2 – Executive Search Implementation:

- ❑ **Position Profile & Strategy Development:** A comprehensive **Position Profile** will be developed which will be used throughout the project as the document to describe all of the search parameters. A **Job Strategy** is crafted that will align and guide our team through the sourcing and recruiting process. **Marketing Messaging** pieces are written to communicate and “sell” the job and organization to the target candidate and referral market.
- ❑ **Recruiting of Passive and Active Candidates:** Both passive and active candidates will be sought, as there are benefits to each:
  - **Selective Marketing to Active Candidates within Archer’s applicant database:** The position profile will be sent to selective individuals actively looking for a new opportunity, either for themselves or someone they know.
  - **Direct Recruiting of Passive Candidates:** Archer, with your input, may target organizations where likely candidates are already employed.
- ❑ **Candidates generated via networking and recruitment from an initial long list of qualified candidates, and subsequently narrowed to a ‘short list’.** This list is then screened and evaluated down to a list of 3 – 5 which is presented to the Search Committee as ‘semi-finalists.’ The Executive Recruiter will interview all semi-finalists and submit a written summary highlighting strengths, concerns, drivers, and any information that impacts their candidacy (compensation, relocation, time-frames, etc.).

### Phase 3 - Selection & Closing:

- ❑ **Search Committee Interviews of ‘semi-finalists’:** If desired, Archer will assist in developing a structured interview format for candidates and facilitate the final interviews.
- ❑ **Conduct due diligence of the finalist(s) that emerge from the semi-finalist interviews:** This includes comprehensive reference checking as well as public records, credit, and background checks, if desired.



- ❑ **Final offer letter preparation and extension:** Archer will work with your Search Committee to craft an appropriate offer of employment, a letter of agreement or employment contract, and will act as an intermediary as desired with the final candidate with regard to negotiations of a final compensation package, including salary, benefits, relocation, etc.

### Archer & Associates Executive Level Searches

#### **Local Online Technology Companies:**

Vice-President of Engineering  
Vice-President of Marketing  
Vice-President of Sales  
Vice-President of HR (multiple positions)  
Director of Marketing  
Senior Director of People Development  
Director of Consumer Monetization (Marketing)  
Director of Finance and Operations  
Senior Software Engineer (multiple positions)

#### **Multinational Software Company:**

Principal Architects (multiple)  
Principal Business Intelligence Solution Architects (multiple)

#### **Local Mobile Identity Protection Company:**

Vice-President of Engineering  
Senior Systems Engineer (multiple positions)  
Senior Software Development Engineer (multiple positions)

#### **Local Online Search Technology Company:**

Director of Development  
Director, UX  
Principle Software Engineer (multiple positions)

#### **Local Green Technology Solutions Company:**

Director of Automotive Business Development  
Senior Technical Program Manager  
Senior Software Engineer

#### **Local Enterprise Portfolio Management Solutions Company:**

HR Director  
Director of Development, ALM Products  
Director of Field Sales (multiple positions across US)



Senior Software Developer (multiple positions)

**Local Online Marketing Technology Company:**

Vice-President of Client Results (Marketing)  
Vice-President of Analytics  
Vice-President of Marketing  
Senior Database Engineer

**Local RFID Solutions Company:**

Senior Applications Engineer/Software RFID Products  
Principal Software Architect

**Global Rope Manufacturing Company:**

HR Director  
Senior Sales Managers (multiple locations worldwide)

**Global Consumer Retail and Kiosk Product and Services Company:**

Director of Systems Architecture

**Global Professional Services Companies:**

Vice-President of Business Development  
Technical Program Manager  
Director of Technical Services

**Global Embedded Software/Monetization Company:**

Principal Architect (multiple)  
Technical Program Manager  
Talent Acquisition Lead

**Local Tactical Communications Technology Company:**

Chief Engineer  
Director of Marketing  
Senior Software Development Engineer (multiple)  
Vice-President of Business Development  
Senior Systems Engineer (multiple)

**Global Device Manufacturing Company:**

Vice-President of Engineering

**Global Lighting Solutions Company:**

Senior Human Resource Manager