



Executive Search Associates
Bringing Talented People Together
www.letmeshutmydoor.com

Focused Executive Search

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Bringing Talented People Together

Executive Search Associates is a provider of full-service recruitment and retention solutions. Our clients enjoy a full array of solutions customized to meet their unique and individual needs. This includes: Retained and Contingency Search, Contingent/Interim Staffing, Out-sourced Recruiting Services, Human Resource Consulting, and Succession Planning.

At Executive Search Associates we listen carefully to our clients' individual situation. We identify the best course of action and work with diligence to provide the solution. We are faithful to the process and make masterful matches. We measure our success by solving client problems and putting the best person in the right position.

We get to know our clients well and because of this personal relationship they LOVE working with us. More than doing business together; we go through life together.

Our company is successful because we go abundantly beyond our clients' expectations. We do things intentionally to astonish them with our service and the heart we have to solve their problems.

We hire hardworking, service-oriented people, train them to excel in the recruiting business and empower them to create uniquely special client experiences. We are passionately dedicated to providing our team the opportunity to contribute to the lives of others while being invested in their own personal success in a 21st-century work environment.



Dedicated Team



Heather Looney has been working as an executive recruiter for over 20 years. Heather is known for treating all clients with white glove service. Her motto truly is “bringing talented people together”. She is known for working with senior executives and boards during the discovery process to align the organizational objectives with the key hiring need to make sure the right person is hired to ensure success. To quote one client, “Heather thought of the things I hadn’t considered and helped me make a better, more informed decision.” Heather employs both interviewing and quantifiable analytical tools to ensure the clients hire the right person who will stick.



Justin Ball is a key member of the leadership team at Executive Search Associates. With over 20 years of healthcare experience, Justin understands the global perspective and economic cycle of healthcare. His expertise includes Health Economics, Market Access, Reimbursement, Payer Relations, Strategic Marketing and Business Development. Justin’s knowledge and experience ensure the team at Executive Search Associates is on the cutting edge, well trained and can deliver value to our clients.



Josh Reimer is recognized for his ability to reach the market at an unprecedented rate that beats every other search firm in healthcare. He also is a key part of the vetting process to qualify factual accomplishments. His skill and work ethic ensure we deliver quality to our clients while also meeting tight time frames. Josh has demonstrated the ability to work with potential applicants, sort rhetoric from fact and bring our clients a highly credible short list.



Coreena Munsinger Research and Data Support Specialist is a job title that only scratches the surface of the time and detail that Coreena puts into every project on which she works. She can collect, sort, and organize information into a usable resource to fulfill our client’s needs. The team at Executive Search Associates prides itself in delivering well vetted, highly qualified people for key roles.

Key Metrics

100%

The fill rate of our retained searches. We have never failed to complete a search. *

FIVE

The average number of qualified candidates we present to our clients for a position.

92^{DAYS}

The average length of time for us to complete a search. **

4.5^{YEARS}

The average time the candidates we place stay with our clients.

26%

The average number of people that we place who are promoted within the first 24 months.

75⁺

Combined years of hiring and recruiting experience

*not including searches cancelled by the client.

** From signed contract to offer presented and accepted

Executive Search Process

Phase One: Position Review and Search Assessment

We begin by reviewing the organizational needs related to the position, strategic objectives, immediate leadership needs, scope of the services delivered by the area served. This information is collected by interviewing key stakeholders and conducting a position survey. We will work one on one with the hiring executive to review the information and make recommendations that will help the organization find success in hiring. One major advantage offered by Executive Search Associates is the interactive communication process throughout the search. Key stakeholders will receive a weekly update about the search, progress and the people we are vetting.

Phase Two: Research and Strategy

Not all position marketing is the same; we customize a strategy that will be effective for each individual client and position. This can include advertising, direct mail, phone calls, electronic communication, social marketing and more. This also includes using our vast referral network, online databases and extensive professional research. There is a high level of focus on the region where the position is based, however our accumulated experience in research allow us to identify people nation-wide who have lived in or have ties to the region where our client is located.

Executive Search Associates is known for their extensive vetting process. By the time our client is seeing the final short-list, the candidates have been through exhaustive research to identify any historical or recurrent professional issues that could be problematic for our client.

Phase Three: Recruiting and Development

Once the position profile is created and the strategy is defined, the real work begins. Executive Search Associates will provide a broad reach to market the position to the right people. During this process we also work with our clients' internal candidates to help them do their best in the interview process. Additionally, with internal candidates, we include professional coaching and career development feedback. Should your internal candidate not be selected, they will have additional tools to help them succeed within your organization.

One important differentiating factor; at Executive Search Associates, we still make personal phone calls. This is the best way to tell the story of the position and the client. We carefully vet each person who expresses interest in the position. We use predictive testing to provide interviewing insight for our clients.

Phase Four: Candidate Profile Presentation and the Interview Process

Executive Search Associates will provide a short-list and profiles for the best and most qualified people interested in the position. We will have conducted background review, research, reference checks and predictive indicator testing for each of these individuals to provide the client with enough information to conduct a well-informed interview. In addition to the resume, profile and references, each profile will include a customized interview guide with key questions. Prior to interviewing, we will provide you coaching and evaluation tools to help assess the candidates evenly throughout the process. We will then assist the client in arranging interviews and prepare the selected candidates regarding what they can expect throughout the process.

Phase Five: Candidate Selection

After the interviews have been completed we will assist the client in collecting and sorting feedback into a feedback report. We host a conference call to review the information collected throughout the process, so you can make the most informed decision.

Phase Six: Negotiating the Offer and On-Boarding

Once you have made the final selection, we will work with you to put your best foot forward crafting an offer. We serve as your liaison during the offer and acceptance process to ensure a smooth transition. Once the offer has been accepted we will advise you regarding follow up to ensure a smooth start date and transition into the organization.

Clients and Recently Filled Positions

Axogen, Inc.

Vice President, Reimbursement

Ambu

Marketing Manager

Health Economist

Intersect ENT

Director, Regional Reimbursement

American Venous Forum

Chief Development Officer

Steris Corporation

Product Manager

ReShape Lifesciences

Director of Reimbursement and

Healthcare Economics

W.L. Gore & Associates

Health Economics and Value Strategist

Novadaq (now Stryker)

Director, Health Economics & Outcomes
Research

Vascular Insights

Market Access Manager (Northeast)

Market Access Manager (West)

Market Access Manager (Central)

Microline Surgical

Director of Marketing

Marketing Manager

Post Market Compliance Engineer

Perry Memorial Hospital Health

Chief Operating Officer

Director of Physician Practices

Chief Nursing Officer

Chief Financial Officer

Barton Health

Director of Physician Services

Director of Human Resources

Pharmacy Director

Douglas Elbert Task Force

Chief Executive Officer

Receiving Manager

Carson Tahoe Regional

Chief Nursing Officer

Manager Psychiatric Care

Director of Plant Operation

Kadlec Health

Executive Director of Hematology /Oncology

Executive Director of Neuroscience

Administrative Director of Surgical Services

Sky Lakes Medical Center

Emergency Services Director

Palliative Care Director

Women's Health Director

Centinel Spine

Product Manager

FAQ

1. ***If we hire you for this search, who will do the work and be our point of contact? Does somebody "sell us" on the search, and then a different person actually does the work?***

Justin and Heather are the primary points of contact. From the initial client engagement to the offer/acceptance Justin is managing the process. We have a solid team and all members play a part in the search process to ensure quality and consistent service. Justin personally reviews and speaks with all candidates before they are presented to the client.

2. ***What about communication?***

All clients receive a report weekly on the search progress. A sample of a search report can be presented upon request. Additionally, it is a company policy that all phone calls and e-mails are returned within 24 hours. We have a physical office and there is somebody here who picks up the phone. While we utilize a lot of modern technologies, we also employ retro methods like picking up the phone when it rings.

3. ***You are a small firm; can you deliver like the bigger more nationally recognized firms?***

The benefit of our firm is the size, we serve a handful of clients with high touch service. This means we have the smallest "hand's off" list in the industry. We also have the agility to service our client's unique need.