

RETAINED EXECUTIVE SEARCH

SOLUTIONS FOR SUCCESSION



281-347-4700



www.CoreGroupResources.com



Info@CoreGroupResources.com

KEYS TO THE KINGDOM

Vision separates the average from the extraordinary.

A company's most crucial decision is selecting the right leaders to head its executive team. A visionary leader can create a lasting impact that determines an organization's long-term success and vitality, unlocking your company's potential and maximizing its impact on business performance and profitability. Inversely, the wrong leader can send shockwaves through an organization that can cause irreparable damage to a company's profits, reputation, and internal morale. The ability to identify candidates whose experience, character, and leadership qualities match your company's culture and strategic goals cannot be understated.

The Core Group Difference

Finding the optimal fit for senior management positions requires a true partnership between the client and the recruitment consultant. The experienced consultants at Core Group Resources have decades of combined expertise connecting companies with high-performing executive talent.



We immerse ourselves in the dynamics of your business and take the complete picture into account to ensure that your next executive has the relevant industry knowledge and functional skill set to help your business thrive. Our retained search model yields unmatched results and long-lasting success, with a placement guarantee that your company has a leader who pairs with your organization's needs.

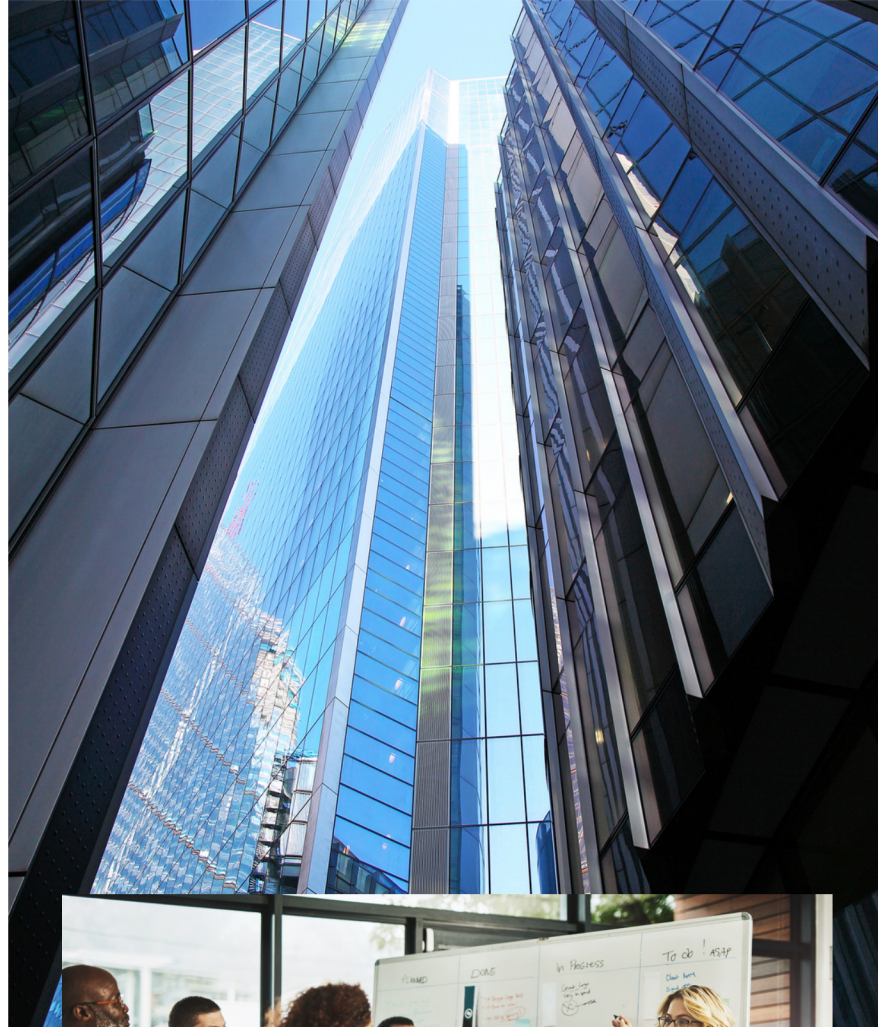
ABOUT US

Culture comes first.

Core Group Resources has been actively assisting companies in hiring C-suite level executive leadership candidates for over a decade. Our consultants have over 200 years of cumulative industry knowledge and work experience in the marine offshore, energy/O&G, technology, manufacturing, finance, environmental, and other industries.

We use our professional relationships, along with state-of-the-art psychographic technology, to curate a catalog of elite-level talent from across the market to match any organization.

Our unique methods have successfully helped our clients benefit from the vision, leadership and guidance of high-level executives including CEOs, COOs, CFOs, CIOs, VPs, Executive Directors, and more.



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OUR PROCESS

Secrets of Succession



Our proven process is designed to procure an idyllic fit. First, we will give your organization a thorough assessment – drawing critical insights from decision-makers and subject matter experts on your staff. Next, we will work with you to develop a comprehensive job profile identifying the relevant expertise necessary for your next executive. We will then target leaders in the marketplace and within our diverse talent network who most closely fit your position's unique requirements.

After thorough vetting, we will present you with the highest quality executive candidates to meet with your team. Finally, we will walk with you through the interviewing process, including compensation negotiation, background checks, and contract finalization.

What is the Difference Between Retained Executive Search and Contingency Search?

We conduct contingency searches for positions below senior level and executive roles on the org chart. They often involve quicker response times. Our retained searches require exclusivity on the search and a payment schedule that begins at the initiation of the contract. Because of the exclusivity and intentionality behind the in-depth process, our retained executive searches take more time but yield a much higher success rate.

TERMS & CONDITIONS

A 30% fee will be charged on the total remuneration per vacancy whether an internal or external candidate is selected.

Where precise remuneration is not known in advance, the first and second installments will be estimated:

- 1/3 of the fee will be payable upon your instruction to undertake assignment (non-refundable).
- 1/3 of the fee is payable upon acceptance of the offer letter.
- The final 1/3 of the fee is payable upon the candidate's start date.
- The final installment will be based on total, actual compensation.
- The fee agreement is attached to a separate document for your review.





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THIS IS WHAT WE DO



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