



READYSETEXEC.COM
MANHATTAN, NY



READY
SET EXEC

TALENT
SOLUTIONS

TALENT SOLUTIONS
CLIENT PARTNER

PROVIDED BY:
MANAGING PARTNERS
PATRICK SHEA AND JOHN PEZOULAS



ABOUT READY SET EXEC



READY SET EXEC is your partner in finding extraordinary candidates for your C-Suite and Senior roles in sales, marketing, human resources, and business operations. Have top performers recruit your next top performer!

OUR MISSION

To build the talent foundation for growing organizations and partner with them in shared success and growth.

OUR STORY

READY SET EXEC was founded by its Managing Partners, Patrick Shea and John Pezoulas. With over 15 years experience in recruiting and executive search, they developed a passion for the industry. Patrick and John realized that many recruiters are transactional focused and that the key to long lasting success is developing partnerships with your clients. After several years and scaling another brand together, decided to launch READY SET EXEC together and build a legacy they could pass to their combined six children.

VALUES

TENACITY - Unwavering commitment and grit.

ADAPTABILITY - Lifelong learning, commitment to excellence and mastering the craft.

TRANSPARENCY - Open book with clients and candidates, straight talk.

ASSURANCE - Stand behind our service, partner with our clients in growth.



WHY READY SET EXEC?



Managing Partner
Patrick Shea



Managing Partner
John Pezoulas

PARTNERING WITH YOU IN GROWTH

GROWTH - READY SET EXEC knows how to scale business, its founders have worked in multiple startups scaling small, medium and large enterprises. They live the entrepreneurial growth mindset and have grown and managed multiple businesses. READY SET EXEC will find you people who are ready to roll up their sleeves, take ownership and accountability.

TRANSPARENCY - We have weekly face to face meetings along with exclusive access to our client portal which allows constant feedback and ability to see candidate profiles and what stage they are in the process. We believe in constant collaboration and communication in the search process.

INDUSTRY VETERANS - The team has deep specialization in Sales, Marketing, HR and Operations. READY SET EXEC will vet the skills and the behavioral profile needed for successful placement. READY SET EXEC recruiters are top performers with a track record of delivering consistent results.

EXTENSIVE NETWORK AND ADVISORY - READY SET EXEC will conduct an exhaustive search including an omni-channel approach to finding all qualified candidates for your company. The READY SET EXEC extensive network allows for global reach as well as additional vetting with the advisory board to ensure the top 10% performers are recruited.

PROVEN PROCESS - The READY SET EXEC team has collective experience recruiting and placing over 10,000 employees. The process takes the best of traditional executive search coupled with advanced AI and the latest in recruiting technologies to reduce time to hire by 50%, average search is conducted in 30-45 days for an Executive and under 30 days for Senior roles.



PROCESS



- 1** DISCOVERY - The discovery call brings together your key stakeholders in the hiring decision along with your READY SET EXEC client manager and recruiter. The team will discover your hiring needs, learn your culture and understand your desired work environment. Finally they will create a weighted scorecard with the customized criteria for a successful hire.
- 2** ALIGNMENT - In this stage, The search strategy is created and the alignment call brings together both teams to preview your candidate pool. A collaborative review of a minimum of five profiles to ensure alignment and quality control on the search.
- 3** COLLABORATION - Weekly face-to-face meetings with your READY SET EXEC client manager along with exclusive access to our client collaboration portal provides you with progress updates on your candidates, recruiting process and a dedicated communication channel.
- 4** ASSESSMENT - READY SET EXEC will assess candidates using a variety of methods; a behavioral interview, a skills interview as well as industry leading assessments (EQ, Myers-Briggs, Kolbe, DISC, Gallup) and create our list of finalists.
- 5** TALENT INTRODUCTION - Each finalist in the process is introduced along with a talent portfolio and 30-second elevator pitch. You will then have time to review the list and select candidates to move forward for internal interviews.
- 6** INTERVIEW - Clients will put the finalists into their own internal interview process with READY SET EXEC supporting with candidate engagement and scheduling.
- 7** HIRE - all hires are backed with a 90-day guarantee and a post service follow up for the first year. Included with the premium search engagement is ownership over the candidate pool for an additional six months for any additional hires or replacements.



RPO ENGAGEMENT



RECRUITMENT PROCESS OUTSOURCING



Recruitment Process Outsourcing (RPO) is a form of business process outsourcing where an organization transfers all or part of its recruitment processes to a third-party service provider.

PROJECT BASED RPO

For multi-hires of the same position or building a cohesive team, READY SET EXEC will embed senior c-suite executive recruiters into your company to work on project-based recruitment. Recommended for five and more hires or engaging with us on building a long term talent pipeline. Access to a dedicated client portal with all roles and candidates available for review and feedback, integration of our c-suite executive recruiter in your organization's internal communication channel. Monthly service fee based on level of recruiting needed and duration of contract, minimum 3 month commitment, with rates starting as low as \$18,000 per month per c-suite executive recruiter.

EMBEDDED CONTRACT RECRUITER(S)

An embedded Senior c-suite executive recruiter from READY SET EXEC will act as an extension of your talent acquisition team, enabling you to have a dedicated talent partner and scale up your team. We have built entire Executive C-Suites and sales/marketing/human resources/operations teams with this approach. Monthly service fee based on level of recruiting needed and duration of contract, minimum 3-month commitment, with rates starting as low as \$18,000 per month per c-suite executive recruiter.

ON DEMAND CANDIDATES

READY SET EXEC also offers ON-DEMAND candidates for our RPO solution in groups of 10, 25 and 50. This gives your organization a monthly candidate pool to pull from to scale up your team. Our team will do all initial screening and present qualified candidates, booking the first interview with your team as handoff. Qualified interview ready Candidates can be acquired with a fee per candidate ranging from \$2000 to \$5000 USD.



TALENT SOLUTIONS



FRACTIONAL / INTERIM / CONTRACT SOLUTIONS



FRACTIONAL / INTERIM

Need strategic or project-based support for your business but don't know where to turn? READY SET EXEC has built a vast network of over 5000 qualified fractional executives who offer consulting services. We can connect you to the right fractional executive or contractor who can support your business. Any referral made has been fully vetted and we have built a strong network across most industry verticals to be able to offer you the niche experience needed for strategic problems your company needs resolved.

Interim contracts with executives can range from 3-18 months, covering an executive position while on sabbatical, maternity leave, or while a search is taking place for a long term employee. We have an extensive network of executives willing to take on short term commitments and offer outstanding results.

CONTRACT SOLUTIONS

At READY SET EXEC, we specialize in connecting businesses with highly skilled contract hires for short-term projects in Sales, Marketing, Operations, and Human Resources. We understand the importance of agility in today's competitive landscape, and contract employees offer numerous advantages. They provide companies with swift access to specialized talent for specific projects, allowing for adaptability in response to changing market conditions. By entrusting project-specific responsibilities to experts in their respective fields, businesses can maintain focus on their core competencies, ultimately enhancing overall operational effectiveness.

Thank you for your consideration!

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