



READY SET EXEC

YOUR INDUSTRIAL TALENT PARTNER



SEARCH PROPOSAL:
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
JOHN PEZOULAS



MANAGING PARTNER
PATRICK SHEA

INDUSTRY VETERANS - READY SET EXEC will vet the skills needed for these roles as well as the behavioral profile needed for successful placement. The team has a track record of delivering consistent results in industrial and construction recruitment.



TOOLBOX TALKS - READY SET EXEC will host weekly face to face meetings along with providing exclusive access to your client collaboration portal. We believe in constant collaboration and communication in the search process.



PROVEN PROCESS: The team at READY SET EXEC has the collective experience of recruiting over 10,000 employees. Our average search is conducted in 30-45 days for executives and 30 or under 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 the 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.

ROLES RECRUITED



Here is a sampling of roles recruited for in this sector in leadership and professional roles:

- Leadership - Chief Executive Officer, Chief Revenue Officer, Chief Marketing Officer, Chief People Officer, Chief Operations Officer, VP / Director of Sales, VP / Director of Marketing, VP/ Director of Human Resources, VP / Director of Operations, Director of Construction, Safety Director.
- Professional roles - Safety Manager, Safety Trainer, Human Resource Manager, Project Executive, Project Manager, Surveyor, Estimator, Business Development, Environmental Health and Safety (EHS), Construction manager.
- Engineers: Materials / Quality / Civil / Coastal / Marine / Geotechnical / Electrical/ Battery/ Test.

ENGAGEMENT



PARTNERSHIP EXECUTIVE SEARCH

The Partnership Executive Search option and highest level of service, with a READY SET EXEC client manager and recruiter along with exclusive access to the client collaboration portal, candidate pool ownership for 6 months and a 90-day guarantee. Highly recommended for executives or hard to fill roles. The average fill time for executive roles is 45-60 days.

- 1/3 of estimated fee paid at commencement
- 1/3 of estimated fee paid upon interviewing candidates
- Final prorated amount paid upon successful hire.

CONTAINED SEARCH

The Contained Search option includes a READY SET EXEC client manager and recruiter along with exclusive access to the client collaboration portal and a 90-day guarantee. A project interview fee is charged when interviewing candidates and the pro-rated remainder invoiced upon hire.

PROJECT RECRUITMENT

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 2 month commitment, with rates starting as low as \$18,000 per month per c-suite executive recruiter.

THANK YOU FOR YOUR CONSIDERATION!