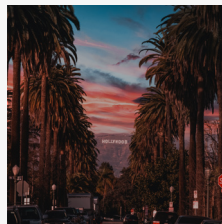
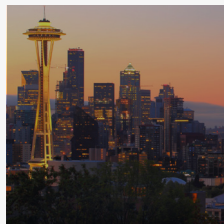
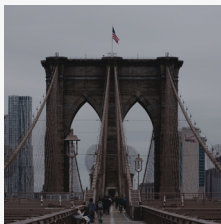
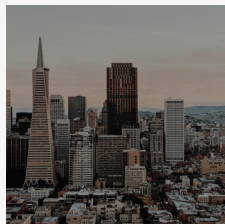


We connect top executive talent
to the fastest growing innovators
across the country



Executive Search for Innovators

ABOUT SPMB

SPMB is a retained executive search firm with a national reach. We connect top executive talent to the fastest growing innovators across the country and build teams that ensure venture capital and private equity-backed game-changers achieve scale, and position multi-billion-dollar public companies to unlock innovation.

We partner with companies to understand their unique needs and apply our decades

of industry expertise to meet those requirements and identify the right talent to drive businesses forward.

Closing hundreds of C-level executive searches annually, SPMB is maniacally focused on achieving results for our clients. It's this passion that has leading publications like Forbes naming SPMB Silicon Valley's number one Executive Search Firm.

LEARN MORE

To learn more about executive search or SPMB, please get in touch!

GET IN TOUCH

www.spmb.com
☎ 415-924-7200

WHAT IS EXECUTIVE SEARCH?

Executive search is the process of identifying and recruiting senior leaders to a company.

Typically, these hires are at the Vice President (VP of Sales, VP of Engineering, etc.) or C-suite level (Chief Executive Officer, Chief Revenue Officer, Chief Technology Officer, etc.). Some companies conduct their own executive search internally, but oftentimes they hire an executive search firm to run this process.

There are two types of executive search firms — contingency and retained. Contingency search firm fees are contingent on a candidate getting hired, so the fee isn't fully paid until there is a successful placement. Retained search firms are paid a fee or "retainer" upfront or over the course of a search and paid out regardless of the outcome.

Executive search consultants do much more than just recruit executives to their clients. They advise their clients on the nuances of different functions within an organization and educate them on what the market or target industries look like (top companies, top executives, markets, etc.).

HOW EXECUTIVE SEARCH WORKS

A search process begins when a company decides they need to make a new hire to their executive team (e.g., a new CEO, Head of Marketing, VP Sales, etc.) and they choose to hire a recruiting service like SPMB to manage this process. It then becomes the recruiting firm's job to identify relevant candidates, interview them to screen for necessary experience and qualifications, and then present the strongest candidates to the client.

How do different members of a search team contribute to the process?

- The Researcher ("Analyst") is tasked with identifying relevant target companies and job titles, and then applying that criteria to search queries to uncover the most relevant profiles - primarily using LinkedIn's Recruiter tool.
- The Candidate Developer ("Associate" or "Director") is in charge of reaching out to these targeted candidates via email or phone to have an initial interview.
- The Search Lead ("Director" or "Partner") then goes into a deep dive interview process with the screened candidates and presents the strongest slate of candidates to the client.
- The Project Coordinator schedules the status calls and candidate interviews with the client.

After the search team introduces candidates to the client, members of the client team will connect with candidates for initial conversations. Oftentimes, candidates will interview with their would-be boss first to make sure there's a strong fit there. SPMB and the client will debrief and decide which candidates to advance for additional meetings with the rest of their team, peers, and direct reports.

After these interview rounds, finalists may meet with the client's investors and board members as a final screening step.

A search firm like SPMB will often act as a middleman and liaison between the finalist and the client during the offer stage and subsequent negotiations. A search team works on determining what kind of offer package will satisfy the finalist and updates the client accordingly to put an attractive offer together. The end goal is to make both parties feel valued and satisfied with the outcome.

EXECUTIVE SEARCH IMPACT

Executive search is more than just a recruitment process; it focuses on placing the right individual in the right role at the right time. From public companies to private equity and venture-backed startups, utilizing talent effectively is a critical component to the growth trajectory and success of an organization. In fact, an executive hire can be the difference between an average company and an extraordinary company.

Why would a company hire an outside firm to fulfill their hiring needs? Executive searches require an enormous amount of time and energy. Startup founders don't have enough hours in the day to run their companies and make strategic leadership hires. An outsourced executive search firm brings a greater level of attention to the vetting process and allows companies to focus on their day-to-day operations. Without executive search, some of the most successful companies and brands in the world simply wouldn't be what and where they are today.

BENEFITS TO WORKING IN EXECUTIVE SEARCH

It might not be immediately apparent what

the benefits of working in an industry like executive search are (from both a professional and personal development standpoint), but there are several! Search provides a daily opportunity to hone one's interpersonal skills, leadership acumen, and business communication. By the very nature of the search industry, recruiters gain access to and the ear of top leadership in a wide variety of companies that are otherwise inaccessible to most.

This level of access paired with the vast number of industries we work across at SPMB and in executive search is unparalleled. So, whether you want to become a recruiting expert in the cybersecurity space or focus on the ins and outs of venture capital, executive search allows you to specialize across industries. Our clients hire and trust us because we know their spaces, and we know them well.

Benefits to Working at SPMB:

Working at a mid-size firm like SPMB provides immense agency and room to flex when it comes to approaching our work. We thrive in a collaborative environment where we don't stick to a set of outdated rules or traditions; instead, we welcome innovative ideas and creative strategies in order to deliver the best results to our clients (and we have fun doing so!).

EVOLUTION OF RETAINED SEARCH FOR THE TECHNOLOGY INDUSTRY

The executive search industry has served the technology sector for over 50 years. From the early days of innovation in semiconductors and mainframe computing, through the PC revolution and the emergence of the internet, to more contemporary times dominated by Cloud computing, consumer tech, and all things mobile. The business has changed

in many ways over the last several decades due to the impact of technology, regulatory and legal statutes, and the evolution in societal goals and standards. However, as the business has evolved, certain key hallmarks of the industry remain relatively the same since its inception.

When you examine what has impacted the industry most significantly over the years, there's no question that technology has had a profound impact. New communication tools, LinkedIn democratizing access to candidate profiles, cloud-based search management platforms, and analytics and data management tools—they have all had a marked effect on how the search business is conducted. More recently, notable legal and regulatory impacts from a privacy perspective have dramatically affected how the industry deals with data and confidentiality. Finally, in the last decade, there has been a concerted effort to bring Diversity and Inclusion to the forefront of how critical executive decisions are conducted. While still early, its impact is profound and on a path to affect real change around these important considerations.

While the industry has changed dramatically over the years, the fact remains that the human element is a fundamental and integral part of how the business has and will continue to be conducted. While data and automation continue to be key contributors to how executive searches are managed, ultimately the business and profession is about initiating and establishing connections between human beings. It's the human element that assesses a culture fit, explains the merit and value of a client's opportunity, and it's a human who ultimately closes a candidate. In this industry, tools can only go so far, and it is us, the executive search professional, that provides the value and expertise to deliver on behalf of clients.