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### The Evolving Dynamics of Executive Search in a Leaner Private Equity Environment



The interplay between private equity firms and executive recruiters has transformed dramatically over the last decade. No longer confined to a simple client-vendor relationship, these interactions have grown into strategic alliances that are essential for success in a highly competitive environment, executive recruiters tell **Hunt Scanlon Media**. As the demand for exceptional talent escalates, the need for a collaborative approach has become evident, shaping the future of talent acquisition and management within the industry.

This shift is driven by the unique challenges that private equity firms face in their hiring processes. Unlike traditional corporate environments, where roles and responsibilities may remain static, PE/VC firms operate in a world that demands agility and quick adaptation. The dynamic nature of their business requires not just speed in filling roles but also precision in identifying candidates who can thrive in the ever-changing landscape of PE-backed companies, according to multiple reports. As a result, relationships with search firms have deepened, fostering a mutual understanding that goes well beyond transactional exchanges.

“One of the most consistent themes in conversations with private equity firms about portfolio company talent is the need for leaders who are agile, fast-moving, and hands-on,” said Mark Oppenheimer, CEO of **Modern Executive Solutions**. “While there’s often interest in individuals from top-tier brands or academy companies, there’s less appetite for lifers who have spent their entire careers within those environments. Leaders in private equity must excel at driving outcomes with tighter budgets and leaner resources.”

“They can’t depend on established processes or operating models to get things done—they need to build and create these frameworks themselves, often with smaller teams,” Mr. Oppenheimer said.

“Moreover, across all functional areas—whether it’s a CTO, CMO,

CRO, or CFO—leaders must have a sharp focus on the financials, ensuring that every decision ties back to the business’s bottom line.”

“Private equity and venture capital firms seek candidates who can directly address and solve their operational challenges,” said Simon Wan, CEO of **Cornerstone International Group**. “Once a deal is finalized, time is of the essence—each day impacts their path to exit, making operational expertise critical. Our experience at Cornerstone shows that top PE/VC firms value the agility and precision a search firm can offer, and they’re willing to invest in search services that deliver faster, higher-quality results.”

“As the PE/VC landscape has grown and matured, many firms have adopted elements of a corporate model, with larger firms organizing functional expertise across separate operational and investment teams and often engaging an internal talent partner to coordinate with trusted search firms,” said Mr. Wan.

#### BY THE NUMBERS

##### Companies Acquired by PE firms

Three-quarters (**75%**) of the new CEOs at companies recently acquired by PE firms were external hires...

...with **67%** considered “complete outsiders.”

Source: Harvard Business School

“For the past 12-18 months, companies at Series A through Series E have been advised by their investors to stay lean and cut back on hiring in general, only hiring when there is a mission-critical need within the business,” said Norm Volsky, managing partner and digital health practice leader at **Direct Recruiters, Inc.** “Areas hit the hardest over the past year and a half are customer success/account management, marketing, product, strategy and middle management sales leadership. Since there is less hiring, functional leaders within companies are not moving as often, so fewer leadership roles are available outside of replacing an executive who is underperforming. Seed stage companies are doing a greater percentage of the hiring in this environment which is nice for entrepreneurial people and leaders but many C-level leaders are expected to roll up their sleeves and do the day to day operational work that the business requires as opposed to sitting in an ivory tower setting strategy for their teams to execute on.”

The main thing investors are looking for in this environment is doers, executives who roll up their sleeves *(cont'd. to page 2)*

and personally do the selling, strategic partnership with channel resellers, marketing, customer relationship management, and product roadmap builds, according to Mr. Volsky. “These investors are looking for people who have effectively scaled seed or Series A companies all the way through an exit (IPO, merger, acquisition),” he said. “Investors want to see quantifiable impact that executive level candidates have had in their previous career stops.”

Mr. Volsky also notes that the most shrewd investors are giving candidates the good, the bad, and the ugly that pertain to their portfolio companies. “The worst mistake I have seen in the past two-plus years is CEOs and their investors selling their company with rose colored glasses and misaligning expectations of just how hard it will be to perform upper quartile returns in a market with cautious buyers and under-resourced teams,” he said. “The companies and investors that are obviously selling the advantages of the company and why they are so bullish, but also being realistic on where the business is now and the challenges that the executive is sure to encounter are the ones that are getting the most results and having the best retention rates.”

Networking is essential for candidates to not only have access to the best career opportunities but also to have the best shot at landing the most desirable jobs, Mr. Volsky explains. “In this new digital world, it is hard to decipher fiction from reality,” he said. “Referrals from former executives or peers are probably the most important factor in a decision-making process for executive level hires. If there is a candidate who applied on their own and didn’t ask their network to advocate for them with the hiring team, they are putting themselves at a major disadvantage. Word of mouth referrals are worth their weight in gold when it comes to the end of a hiring process.”

### Diversity and Inclusion

When it comes to how private equity and venture capital firms approach diversity and inclusion in their executive hiring practices, Mr. Volsky said that some firms are great at it while others are still stuck in the 20th century. “The ones who do it well realize that diversity of thought can be a secret weapon for their portfolio companies,” he said. “Of course, industry experience and contacts can be very helpful and if someone has previously worked for a direct competitor can certainly shorten the candidate’s learning curve, but having a homogenous team who all worked for the same company previously can result in the dreaded group think that stunts innovation. Forward thinking investors are understanding that there are a wealth of candidates who have transferable skillsets from tangential industries that can bring diverse thoughts and ideas to move their future employers forward.”

“The recruitment landscape for PE/VC talent has been evolving, shaped by economic shifts, technological advancements, and changing market dynamics,” said Kevin Barry, managing partner at **SPMB**. “In 2023 and 2024, deal activity slowed which had a meaningful impact on hiring trends—most notably the grow at all costs era has given way to a more disciplined approach to value creation. This shift is particularly evident in VC recruiting, where firms are increasingly prioritizing candidates with strong financial

### IN THE NEWS

#### Riviera Partners Recruits Chief Product and Technology Officer for Vimeo



San Francisco-based **Riviera Partners**, a recruitment provider specializing in C-level engineering, product, and design leader placements, recently assisted in the recruitment of Robert Petrocelli as chief product and technology officer of **Vimeo** in New York City.

John Twamley led the assignment. “As we ramp up investment in innovation and continue positioning Vimeo to power the future of video, bolstering our technology leadership is key,” said Philip Moyer, CEO of Vimeo. “Bringing Bob onboard as chief product and technology officer will be instrumental as we double down on strategy execution. Bob’s extensive experience in product leadership and his deep understanding of AI technology align perfectly with our vision of driving continuous growth and delivering exceptional value to our customers.”

Mr. Petrocelli has more than 35 years of technology experience. He joins Vimeo from Pluralsight, where he served as chief technology officer. Before that, he held CTO positions at Intelrad Medical Systems and Datto. While at Datto, Mr. Petrocelli was instrumental in developing the strategy that led to the company’s IPO on the NYSE.

acumen and operational discipline—often actively seeking those with PE backgrounds who bring proven experience in detailed financial analysis and capital-efficient growth strategies.”

“Perhaps not surprisingly, under-performing business or those fighting hard to meet minimum financial objectives—both in VC and PE—are choosing to forego backfilling senior officer departures; instead asking existing ELT members to take on a broader remit beyond their given function or making due with second-level leaders running a function instead of backfilling the top job,” said Jon Landau, partner at SPMB. “While this stop gap measure may save cost in the short term, it also layers on added pressure to an already stressed organization, often hastening the departure of other key executives on the team. While we’ve seen a dip in overall search volume this year and last (in line with broader industry patterns), certain roles—like CEO/president/GM, CFO, product management, sales, and post sales leadership—are experiencing increased demand as portfolio companies are focusing on strong management, customer growth and retention, and product improvements, especially in the B2B space.”

In today’s market, hiring for C-level talent is all about proof points of success, according to Mr. Barry. “CEOs are looking for execs who have a proven track record of driving growth and profitability, especially in fast-paced, results-driven environments,” he explains. “If a candidate has led a successful turnaround, scaled a business, significantly expanded market share, or has personally been part of a successful exit, it’s a distinct advantage in the interviewing process - if not a must.

“Speed of execution in today’s economic climate is paramount,” Mr. Landau said. “If a senior officer can jump into a new role and hit the ground running they bring exponentially more value than the exec who needs 6 months to ramp up on a given *(cont’d. to page 4)*



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industry or problem set. Candidates who play to their strengths and focus on sectors and roles that are in their wheelhouse beat out the untested candidates every time.

### Cultural Fit

"Private equity firms place a strong emphasis on cultural fit during the executive recruiting process, understanding that misalignment in this area can undermine even the most qualified candidates," Mr. Barry said. "To assess cultural fit, PE firms focus on whether the executive's leadership style aligns with the company's values and operational philosophy. This involves evaluating how well a candidate can integrate into a high-pressure, results-oriented environment, which is typical in PE-backed companies. Firms often use in-depth behavioral interviews, third party assessment tools and thorough reference checks to understand how candidates have managed past business situations and teams, particularly in environments requiring rapid growth, restructuring, or strategic pivots. Additionally, many PE firms engage in CEO market mapping and extensive networking within their portfolio to identify candidates who share similar philosophies on growth, leadership, and operational excellence."

"PE firms are not just looking for candidates who can execute their vision but for those who can foster collaboration, create a positive workplace culture, and drive long-term success," Mr. Landau said. "Cultural fit is seen as integral to achieving transformational change within portfolio companies, where leadership alignment is crucial for seamless decision-making and driving business growth."

"Networking plays an important role in executive recruiting for venture capital firms, as much of the process is relationship-driven," Mr. Landau added. "VCs often leverage personal referrals, industry connections, and trusted networks to identify and evaluate top executive talent. For candidates, effectively leveraging these connections is key to standing out in a crowded and competitive space. Leveraging existing connections for warm introductions can significantly increase a candidate's visibility among VC firms and their portfolio companies."

"To build or enhance your network, candidates should have a visible presence—both at relevant industry events and on professional platforms like LinkedIn—by sharing insights, thought leadership, and success stories that can help candidates establish credibility and attract the attention of recruiters and talent leaders," Mr. Barry suggests. "In an industry where connections are vital, being proactive, visible, and strategic in networking can open doors to compelling opportunities."

The climate for recruiting mid and senior-level investment professional talent in PE/VC is currently shaped by a challenging deal environment and strained fundraising landscape, complicating deal execution, according to Adam Kahn, managing partner at **Odyssey Search Partners**. "Some PE/VC firms face difficulties raising capital or have raised smaller funds," he said. "Additionally, pressure on returns is scaring PE firms from overpaying on deals, and firms are focusing on portfolio company work and preparing for exits to meet the demands to return capital. This capital constraint can be particularly frustrating for candidates, as career progression in PE is inherently tied to sourcing and closing deals."

*(cont'd. to page 5)*

**Ability to Close Deals**

“As a result, candidates who haven’t been able to close deals are considering opportunities at firms where they can actively deploy capital,” Mr. Kahn said. “Simultaneously, for professionals with carried interest, the value of their carry may be less than they anticipated, reducing the financial barriers to switching firms and making it easier for senior professionals to consider other opportunities. Furthermore, some investment professionals at traditional buyout or minority growth equity firms are gravitating toward funds with flexible investment mandates as they grow frustrated by the limitations imposed by their stricter investment parameters.”

At the junior level, Mr. Kahn explains that the war for top talent remains fierce and is shaped by PE/VC firms’ desire to secure the best candidates. “Private equity firms are accelerating their recruitment timelines for junior talent,” he said. “For over a decade, on-cycle recruiting for private equity associate roles has inched earlier and earlier relative to the beginning of investment banking Analyst programs. This year, it took place in June 2024, before most bankers had begun training. As on-cycle recruiting has evolved to begin earlier each year, it’s becoming more of a strategic approach to secure top-tier talent ahead of competitors. It has become just one of several channels for sourcing junior candidates, alongside campus recruiting, on-cycle 2.0 later in the year, and off-cycle recruiting.”

Mr. Kahn notes that this multi-channel recruiting strategy ensures that firms don’t miss out on securing top-tier bankers who are ready to recruit early, while also allowing flexibility to bring in candidates who want more time to sharpen their technical skills and refine their career goals before committing to a private equity role that would start two years down the line.

Private equity firms are becoming more selective in their investment professional hiring, placing greater emphasis on securing long-term hires through thoughtful recruiting processes, according to Mr. Kahn. “When evaluating candidates for investing roles, these firms prioritize factors including financial expertise, operational experience, leadership ability, alignment with the firm’s strategic

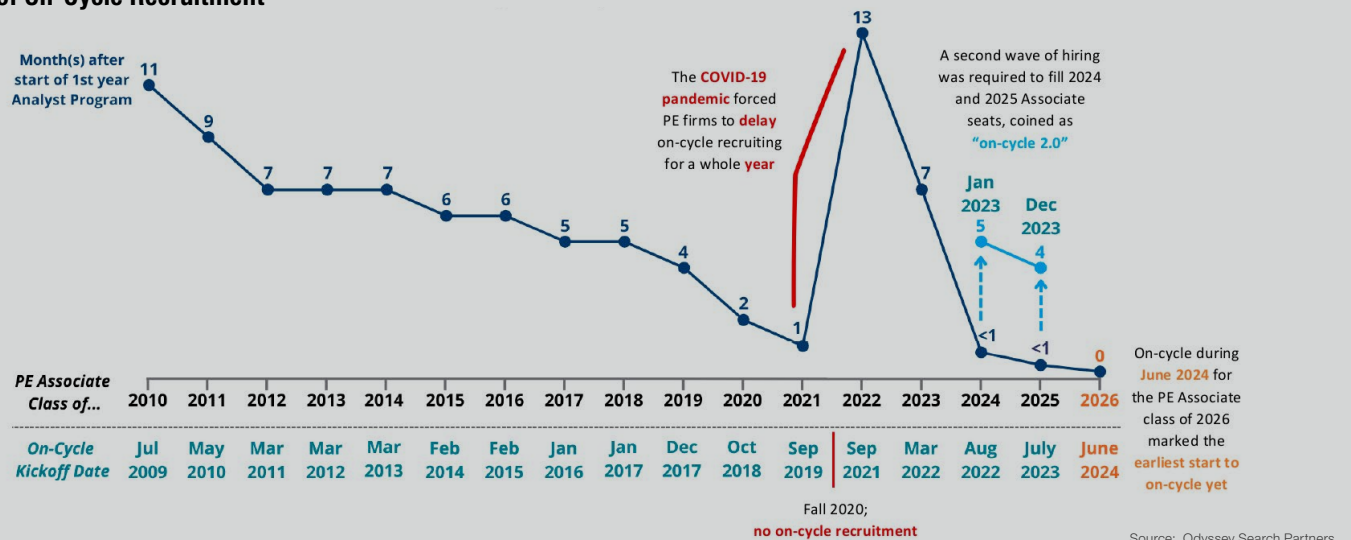
direction, and cultural fit,” he notes. For experienced investment roles, strong financial acumen and a proven track record in leading transactions are essential. Candidates who can drive value creation through successful deal execution, particularly with M&A experience or notable exits, are highly sought after. This is particularly true for mid and senior-level roles, where candidates must have acted as deal captains, demonstrating success in leading processes and delivering strong outcomes.”

Beyond technical skills, Mr. Kahn said that relationship-building is crucial in PE/VC. Firms prioritize candidates who can maintain and grow relationships with key stakeholders such as founders, investors, and strategic partners. “These connections are vital for effective deal sourcing and fostering future partnerships,” he said. “Equally important is talent management, particularly for mid and senior-level hires, where firms seek leaders capable of developing and overseeing high-performing investment teams. Candidates are assessed on their leadership potential, and a strong executive presence is also highly valued, as it inspires confidence and fosters trust—critical factors in advancing deals and ensuring long-term success as an investor.”

With this in mind, Mr. Kahn explains that firms conduct in-depth interviews that go beyond technical competencies to explore a candidate’s values, leadership philosophy, and core beliefs about business operations. This approach ensures that the candidate’s vision for value creation, whether focused on cost optimization and operational efficiency or growth and market expansion, aligns with the firm’s strategic goals.

“Firms are increasingly focused on evaluating cultural fit, especially now that remote interviews are common in the early stages of the hiring process,” Mr. Kahn said. “To assess cultural alignment, firms often invite candidates to informal settings, such as dinners or meetings outside the office, with senior management. These interactions allow senior leaders to gauge how well candidates engage with core partnerships, assess their interpersonal skills, and determine their alignment with the firm’s values.”

**Timing of On-Cycle Recruitment**



## SPOTLIGHT

## Demand for Capital-Efficient Growth Fuels Competition for Top PE/VC Talent



*Bespoke Partners is an executive search and leadership advisory firm dedicated to partnering with top private equity firms, including Francisco Partners, Clearlake Capital, WCAS, Insight Partners, GI Partners, General Atlantic, CVC Capital Partners, and TA Associates, among many others, to recruit software talent*

*and assess and evaluate teams at every stage of the investment lifecycle, from growth equity to buyout.*

*Eric Walczykowski is CEO of Bespoke Partners. As a proven growth executive, he has served as CEO, president, board member, investor and advisor for technology companies that achieved over \$4.5 billion in successful exits. Mr. Walczykowski recently sat down with **Hunt Scanlon Media** to discuss trends he is witnessing within the private equity sector today.*

#### **Eric, give us an overview of the current climate for recruiting PE/VC talent?**

The market is growing tighter for key roles, especially CEOs, COOs and Go-to-Market leaders. Effectively, executives who directly touch growth, revenue or profit via operational efficiency are in demand. This is happening in part because deal flow is starting to recover. There is a continued emphasis on leaders with proven track-records in driving capital-efficient, profitable growth. This is obviously the case for Go-to-Market leaders such as CROs, CMOs and CCSOs. But it is just as important in the selection of CEOs and COOs, who both have a hand in the strategic plans and the operational aspects of achieving this kind of growth.

#### **Any other qualities this sector is looking for now?**

It's also interesting that profitable growth is a key skillset in demand in the venture capital sector. Five years ago that generally was not the case. Many VC backed companies practiced a "grow at all costs" strategy with the idea of grabbing market share first then worrying about profitability later. Now these companies are pivoting to drive profit while growing revenue at the same time. This is in part out of necessity to keep the operations going until the exit environment improves without needing massive injections of new capital.

#### **How do private equity firms assess cultural fit and alignment with their investment strategy during the executive recruiting process?**

There are two dimensions to the cultural fit. There's the cultural fit of a prospective executive with the rest of the executive team. Are they cohesive and collaborative? But there is also cultural fit with the sponsor too. Are the executives open about the challenges they are facing and willing to collaborate with sponsor partners to explore the right solutions?

#### **What role does networking play in executive recruiting for venture capital firms, and how can candidates effectively leverage their connections?**

Networking is important but it is only one facet of finding the right executive. There's perhaps a false sense of security that comes from having a network referral of a candidate for a given role. Sure, someone in your network might vouch for that person. So you might have a higher degree of confidence that they can do the job over someone who is a complete unknown. But that does not mean that person is the absolute best for the role. The unknown candidate might be better. But if you are biased by who you can network to, you will never know. We actually solve this issue with our extensive back-channel referencing process. Back-channeling is when we leverage our network of more than 600,000 executives to talk to people who worked with the candidate but whom the candidate did not name as a formal reference. We often do 10 or more of these back-channel references in a search because it yields an incredibly comprehensive and unvarnished picture of the executive's potential. And that solves the issue of the unknown candidate who does not happen to be in your network. We make every candidate known through back-channel referencing, so you are less likely to miss the superstar you need.

#### **How do PE/VC firms approach diversity and inclusion in their executive hiring practices?**

Diverse points of view and backgrounds are proven to amplify leadership team execution and effectiveness. The VC and PE sponsors we work with understand how important this is when assembling a management team. In fact, we work with some of our PE clients on networking and continuing education programs that are geared toward under-represented groups, to help these executives to advance their careers and improve representation in management.

#### **Why is collaboration between talent partners and portfolio services/platform teams essential in today's business environment?**

Collaboration between talent partners and portfolio services teams such as operating partners is essential because talent is the mission critical lever for value creation. In the past, private equity firms could rely on financial engineering or finding unique deals for undervalued assets to create value. Those days are gone and today landing the most impactful talent—especially in senior leadership roles—is the key to value creation and achieving the investment thesis. This calls for tight alignment between talent partners and others who have a hand in guiding the portfolio and assisting management with execution, such as operating partners. Put another way, if your operating advisors advocate certain programs and strategies, but you do not have the management talent in seat to execute on them, then the operational guidance is squandered.

#### **What specific roles do marketing, talent, business development, and operating partners play in driving value creation for portfolio companies?**

The management leaders and operating partners in all four of these disciplines need to be in sync around the *(cont'd. to page 8)*

value creation plan so that each can play their part to achieve the mission. An example illustrates this best. Let's say the value creation target is to achieve capital efficient growth over 4 years, increasing the top line while maintaining or enhancing EBITDA margin. The end result should be a significantly higher valuation at exit compared to what was paid for the portfolio company. Your marketing leader needs to be adept at generating demand with a lead budget. Your talent leader needs to be able to land the needed talent at reasonable comp levels. Your business development leader needs to be able to qualify and close business efficiently. And all of these leaders need to be taking advantage of the expertise of the operating partners around growing profitably.

*"Diverse points of view and backgrounds are proven to amplify leadership team execution and effectiveness."*

#### **How does authenticity serve as a differentiator in building talent networks within VC and PE firms?**

Authenticity is essential, not merely a differentiator, in how sponsors and management relate. In our experience, the decisions made about talent are truly critical—the success or failure of the investment thesis depends on them. So that means that the engagement and relationship between leadership talent and the sponsors must be rooted in authentic, real communication from day one. If there is no willingness to be open about difficult topics, the relationship between sponsor and management is probably doomed. So our advice to sponsors looking to bring in leadership talent and build out their network for it is to prioritize authenticity.

#### **In what ways can effective collaboration influence the hiring process of leaders for portfolio companies?**

Collaboration between sponsors and portfolio companies is the key here, and each side should bring its particular strengths to the table. So for example a sponsor with a strong go-to-market operating advisor bench can help a portfolio company refine its sales strategy and get a firm focus on the type of sales leader needed to drive it.

#### **What are some examples of successful growth and operational improvement resulting from strong partnerships among these teams?**

Examples of growth and operational improvement possible from these partnerships include:

- Generating capital-efficient growth, increasing both revenue and profit simultaneously, by aligning value creation plans with leadership talent skillsets.
- Orchestrating inorganic growth, such as via M&A as part of the value creation plan, the result of collaboration between management—especially the CEO and CFO—and sponsors. Key talent decisions include bringing on managers who can integrate acquired companies and people into operations.
- Maximizing margins by identifying inefficiencies, driving out costs, and achieving economies of scale. These are often the result of collaboration among the CFO, COO and operating partners with strong track records in achieving operational efficiencies.

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## SPOTLIGHT

## Private Equity's Evolving Leadership Needs



**Nexus Search Partners** was launched in 2022 by Thaddeus Jones. The firm places cross-functional executives in consumer products and services, energy, financial and professional services, life sciences, private equity, and technology. Mr. Jones has spent nearly two decades leading human resources

talent management teams for some of the world's largest companies, including Amazon, Lowe's Home Improvement, and Target. He most recently served as executive vice president and chief talent officer for Red Ventures, a multi-billion dollar operating private equity company with more than 21 companies in its portfolio.

Mr. Jones recently sat down with **Hunt Scanlon Media** to discuss what it takes to attract top tier talent for private equity outfits today.

**Thaddeus, what specific qualities do you look for in candidates when recruiting for senior leadership roles for clients in the private equity sector?**

Private equity firms want to see concrete examples of EBITDA growth, successful exits, and strategic initiatives that moved the needle, so we look for a demonstrated track record of driving measurable results and creating equity value. Most importantly, we seek leaders who have proven they can deliver alpha—whether through successful exits in previous PE roles or by growing and transforming businesses within corporate environments. Beyond that, we look for leaders who combine a strategic vision with strong execution, commercial savviness, and operational capabilities. Senior leaders need to be able to think big picture while still being hands-on enough to drive implementation and build effective teams. Adaptability and resilience are also crucial—portfolio companies regularly need to navigate rapid change and challenging transitions. We want to see examples of leading through adversity and the ability to engage with a variety of stakeholders who hold competing interests.

**What are the current trends in the private equity market that might impact the leadership skills and experience required?**

The private equity landscape has evolved significantly in recent years. With market uncertainty comes a renewed emphasis on operational efficiency and resilience. Leaders need to demonstrate they can optimize operations and navigate challenging market conditions while still pursuing growth but also retaining top talent. ESG and DE&I have become major priorities as well. PE firms are looking for leaders who can authentically drive progress in these areas while still delivering strong financial results. The ability to build diverse, high-performing teams is a key differentiator.

**How do you assess a candidate's cultural fit within a PE firm, especially given the unique dynamics of the industry?**

Cultural fit assessment for portfolio companies requires a deep understanding of both the PE firm's style and the portfolio company's needs. We center our conversations around past

experiences navigating PE environments. We're looking for examples of how candidates have managed board relationships, driven accountability, have a demonstrated track record of growth, and have aligned organizations around value creation goals. We also assess candidates' leadership style and their approach to building culture. The strongest leaders can preserve what's working in a company's culture while evolving it to support PE ownership objectives. Most importantly, we look for intellectual honesty and a high degree of self-awareness. Private equity environments require leaders who can acknowledge challenges directly and drive sustainable growth under pressure.

**What strategies do you employ to attract top-tier talent in a competitive market like private equity?**

Our approach at Nexus emphasizes authentic relationship building and deep network development rather than transactional recruiting. We invest significant time in understanding candidates' motivations and career goals beyond just compensation and titles. The best candidates are often excited by the chance to drive meaningful change and create lasting impact. We're very transparent about both opportunities and challenges, and lead with compelling transformation opportunities. Our wraparound services are also a key differentiator—we offer executive coaching and ongoing support to help ensure successful transitions. This demonstrates our commitment to long-term success, not just a placement.

**What common challenges do you face in recruiting for senior leadership roles in private equity and how do you address them?**

Recruiting senior leaders for private equity-backed roles comes with several unique challenges that go beyond typical executive search. Finding leaders who have both strong financial acumen and operational agility is a common obstacle. This dual skill set requires a targeted approach that we address through thorough assessment and bespoke coaching/onboarding support. Sometimes we can pair a strong operator with experienced board members or operating partners who can help with PE navigation. Balancing the need for short-term results with a long-term value-creation mindset is also critical. Private equity firms are focused on value creation that aligns with exit strategies, so we need leaders who can produce immediate impact while thinking strategically about sustainable growth. Identifying leaders who can juggle these often competing priorities is essential for success in PE. To address this, we prioritize candidates with a proven ability to deliver both immediate impact and sustainable growth. We examine their past performance in turnaround and growth scenarios, ensuring they understand private equity's focus on value creation aligned with exit strategies. Lastly, a common challenge is finding leaders who can build trust and credibility with sophisticated investors and boards. Transparency and accountability are non-negotiable, so we prioritize candidates with a track record of intellectual honesty and precision in communication.



## Private Equity Recruitment (PER) Establishes Presence in the U.S.

As private markets in North America continue to evolve, **Private Equity Recruitment (PER)** has expanded into the U.S. with the opening of an office in New York City. The firm appointed Oliver Noye as its head of the new location. “Oliver’s extensive experience, industry knowledge, and vast network make him the ideal leader for our New York expansion,” said Rupert Bell, the firm’s CEO. “His proven track record is invaluable as we establish our presence in North America.”

With 13 years of industry experience, Mr. Noye has placed senior talent in private markets. Since joining PER in 2021, he has partnered with leading alternative investment managers across Europe and is now charged with the firm’s expansion in North America.

“Under Oliver’s leadership, our New York office will focus on investment and investor relations roles, building on PER’s well-established relationships with private equity, private debt, growth capital, venture capital, family offices, and infrastructure funds,” the firm said. “Oliver’s ability to understand the unique needs of our clients ensures we remain at the forefront of delivering tailored talent solutions. This expansion marks a significant milestone for PER as we deepen our reach into North America, a region at the center of private markets innovation and growth. Our New York presence strengthens our ability to deliver local expertise with a global outlook.”

Mr. Noye is focused on leading projects for hires across the private markets, including private equity, credit, growth, VC, and infrastructure. He has worked alongside and sat on panels with some of the leading business schools and has advised on best practices to succeed on the buy-side. With over 300 completed mandates, Mr. Noye has built an in-depth network and extensive global track record. Before joining the firm, Mr. Noye was head of private equity at Beaumont Bailey.

### Founded by Former Private Equity Investors

Founded in 1997 by former private equity investors, PER combines industry expertise with a network and cutting-edge technology to place top talent at all levels of seniority. With offices in London, Frankfurt, Zurich, Munich, Singapore, Hong Kong, Mexico City, and now New York, the firm is positioned to serve clients and candidates globally. Over the past two decades, PER has placed over 4,000 professionals in nearly 40 countries.

In September, PER appointed Mr. Bell as CEO taking over from founder Gail McManus. “Rupert’s appointment as CEO marks a significant milestone in our company’s journey,” said Ms. McManus. “With his deep industry knowledge, strategic vision, and proven success in expanding our geographic footprint, he is the ideal leader to take us into our next phase of growth. Rupert Bell, who has been instrumental in expanding our presence across Europe, will now lead us into the next chapter of growth. Under his leadership, we are set to strengthen our capabilities in placing senior executives and investment professionals across the entire spectrum of private markets roles, from partner to analyst positions, as well as C-suite roles.”

## WEBINAR

### Strategies for Building High-Performing Teams



In this on-demand webinar, hosted by **DHR Global**, leaders across all levels can gain expert insights into building and sustaining

high-performing teams within private equity-backed companies. Moderated by Dwain Celistan, Managing Partner at DHR Global, the session features an accomplished panel with extensive experience in achieving multiple liquidity events: Jerry Burris, Anne Sempowski Ward, and Victor Swint.

Our expert panel shared real-world strategies on aligning team skill sets with evolving business goals, fostering accountability, and creating a culture of continuous improvement. Drawing from their experience leading successful exits, they discuss actionable approaches for preparing teams for high-stakes transformations and liquidity events. Through their insights, leaders can learn how to leverage individual strengths and build feedback-driven environments that drive sustained business success.

This session is ideal for anyone seeking practical guidance on elevating team performance and driving impactful results in dynamic environments.

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## Hot Searches in the PE/VC Sector...

### JM Search Recruits CEO for unWired Broadband



**JM Search**, a senior-level talent provider serving private equity investors, portfolio companies, and Fortune 1000s, has assisted in the recruitment of Matt Murphy as the new CEO of O2 Investment Part-

ners-backed unWired Broadband in Fresno, CA. John Warrack and Jerry K. Fong led the assignment. "The appointment of Matt Murphy marks a new chapter in unWired's evolution," said Pete Sorensen, founder. "Bringing on a talented individual like Matt provides additional firepower to assist in unWired's growth plans. I am excited to work alongside Matt as we continue to grow unWired." Mr. Murphy is an industry veteran with more than 25 years of experience in the telecommunications and private equity space.

### Bauer Harris Recruits Chief Operating Officer for Mathnasium-Fortis Franchise Group

Boston, MA-based Bauer Harris assisted in the recruitment of Melissa Gebhard as COO of Snapdragon Capital Partners Mathnasium-backed Fortis Franchise Group. The assignment was led by Bauer



Harris founding partner, Jeff Harris. The majority of Ms. Gebhard's career has been spent on field operations. She has a demonstrated history of driving strong business operations exceeding metrics on revenue, labor, and expenses with a prioritization around people development. Ms. Gebhard most recently served as vice president of operations with C2 Education. Bauer Harris is a search firm specializing in the recruitment of C-suite executives and their direct reports. Search practices include: financial services and fintech, private equity, healthcare, industrial, non-profit, professional services, consumer goods and services, and technology.

### NU Advisory Partners Recruits CEO for Talogy



**NU Advisory Partners** has recruited Russ Becker as the new CEO of Talogy, a portfolio company of Waud Capital Partners. He succeeds Steve Tapp, who will continue to serve in a transitional role as special advisor

to the Talogy board of directors. "Congratulations Russ Becker on joining Talogy as chief executive officer," said Nada Usina, co-founder and CEO of NU Advisory Partners. "Your exceptional leadership and talent expertise will undoubtedly guide Talogy in its mission to deliver innovative solutions for talent screening, selection, and development. Thank you to Alice Hurh, David Lowenberg, Dan Pellegrino, Kenny Mleko, Matthew Clary, Richard Roggeveen, Justin DuPere, and the Waud Capital Partners team for your continued partnership."

## ...More Top PE/VC Searches

### Cowen Partners Assists Okland Construction with Chief People Officer Search



Vancouver, WA-based **Cowen Partners**

**Executive Search** has assisted in the recruitment of Nichelle Dekeyzer as its first-ever chief people officer of Okland

Construction in Salt Lake City, UT. “This

hire represents a major step forward for Okland,” said Bill Okland, CEO. “Nichelle’s expertise and vision will be instrumental in helping us achieve our goal of becoming one of the most sought-after companies in the industry by 2030. Her leadership will ensure that our people and culture remain at the forefront of everything we do.” Cowen Partners serves both small and large, publicly traded, pre-IPO, private, and non-profit organizations. Its clients are typically \$50 million to multi-billion-dollar revenue Fortune 1000 companies or have assets between \$500 million to \$15 billion.

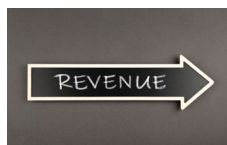
### Acertitude Assists Sterling Site Access Solutions with CEO Search

**Acertitude** recently assisted in the recruitment of Kaye Ceille as the new CEO of Sterling Site Access Solutions in Chicago. Kevin O’Neill, co-founder, managing partner, and leader of the



industrial practice at Acertitude, led the search together with Max Stubenvoll, principal overseeing business services in North America. “In our search for CEO, we looked for someone who could embrace Sterling’s mission, build and maintain strong teams, and enable our employees to prosper and achieve their career goals,” said George Judd, chairman of Sterling’s board of directors. “Kaye embodied all of these qualities, and we look forward to the wealth of experience she will bring to the company.” Sterling is a Blue Wolf Capital Partners portfolio company since 2023.

### SPMB Recruits Chief Revenue Officer for ChargePoint



Todd Greenhalgh and Nick Hoffmire of

**SPMB Executive Search** have placed

David Vice as chief revenue officer of

ChargePoint. “David’s proven leadership and deep expertise in scaling global sales

and go-to-market orgs will be pivotal in shaping ChargePoint’s next phase of growth as a leader in the EV charging space,” SPMB said in a LinkedIn post. “It is always a pleasure to collaborate with the ChargePoint team on these strategic placements, and we’re excited to see David drive continued innovation and success for the company.” For over 40 years, SPMB Executive Search has worked alongside its clients to build executive teams that ensure venture capital and private equity-backed game-changers achieve scale, and position multi-billion-dollar public companies to unlock innovation.

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