

REILLY PARTNERS

RETAINED EXECUTIVE SEARCH

COMPANY, POSITION & PERSON PROFILE

MANAGING DIRECTOR

The Company

After 10 years of building a strong base of loyal clients and becoming the top producer in the firm (and nation) for multiple years in a row, Robert Reilly made a decision he had been considering for some time. He had built his career with one of the largest firms in the industry, but it was clear to him that scale was not an advantage. In fact, more often than not the scale and complexity of the larger firms appeared to work against the best interests of his clients. He came to believe that retained executive search at its best and most effective is not about scale. Executive search at its best is about trusted relationships, deep industry expertise, absolute integrity, and an intense and unwavering focus on the best interests of the client. “Scale” it turns out does not provide for, or even enhance any of the tenants of our business. What “scale” does provide for and create are off-limits issues, politics, misleading revenue calculations, confusing compensation plans, top producers promoted in to positions of management, and a burdensome cost structure unable to withstand the inevitable and periodic economic downturn. Bob had had enough. The new firm would be structured in order to ensure that he could provide world class retained executive search services free from these impediments. Launched in 2005, Reilly Partners immediately established itself as a firm of trusted partners. The first few years were steady and fun and then the "Great Recession" hit in late 2008. And it turned out Bob's instincts were spot on: The firm was strong - it was structured correctly - and it proved more than resilient. During this time, Reilly Partners saw an uptick in business which required us to add resources.

Fifteen years later, we are all facing new uncertainty in our lives and in the economy. But Reilly Partners remains focused and true to our roots. We have become a trusted partners for some of the most well known and respected companies in the world. This has been accomplished not with a focus on scale, but rather a focus on providing world class value for our clients. "Back to basics" seems to be a new trend, it's just not new to us.

If your clients trust you, shouldn't you be with a firm that does too?

Philosophy

Reilly Partners' Philosophy

At Reilly Partners, we do not believe in the scalability of the executive search business. Most of us have been with larger firms and have seen the higher costs, higher overhead, and stale “proprietary” databases, which is why we started Reilly Partners. As a small, employee owned firm we can focus 100% of our efforts on our clients, using our numerous resources to deliver fresh, superior results. We are always looking to help our clients in any way we can, which includes sharing information on anecdotal market data and conducting ourselves professionally as advocates of your company. The bottom line is that we are constantly looking to positively impact your organization, and we operate as true partners to produce the highest quality results. We recognize that we are only as good as our last search, and we work hard because we have to and *we want to*.

TRUST, INTEGRITY & HONESTY

We conduct ourselves with the highest level of trust, integrity and honesty. In all of our work we adhere to the professional standards clients expect from a trusted advisor. By imposing higher standards of confidentiality and reliability, we have earned unyielding faith and confidence from our clients.

EXCEPTIONAL PEOPLE

Reilly Partners puts culture first by being a genuine environment where we honor our commitment to clients and colleagues by doing exactly what we say we're going to do. Furthermore, Reilly Partners gives each team member the freedom to bring their complete, unvarnished selves to the workplace without any pretense. Because of this, our team truly works together to deliver the best work on behalf of our clients.

We are able to set ourselves apart from our competition by allowing anyone and everyone, regardless of title or role, to contribute to solving problems for our clients and the overall business of our firm. Ideas are allowed to flow freely while management leverages the opportunity to teach thus allowing junior members of our team to learn while feeling like their voice and development matters.

Our commitment to diversity: Diversity of perspective makes organization more effective, more creative, and more profitable, and we believe diversity in the workplace should reflect the reality of our global landscape. As such, Reilly Partners is committed to encouraging diversity and inclusion in the workplace for ourselves as well as for our clients. We recognize that company culture is crucial to the success of any business, and this is an integral part of our universal approach to retained search.

The Position

Position Title: Managing Director

Location: Chicago, Illinois

Specific Responsibilities

- Develop new business and maintain these client relationships
- Manage the search process from start to finish, while working closely with the research team
- Maintain excellent, consistent written and verbal communication with clients and candidates
- Research industry competitive intelligence and analyze external market trends to inform talent and organization decisions
- Confer with client senior leadership to identify personnel needs and workforce planning strategies
- Develop an effective search strategy, translating the client's specific need to the best candidates
- Focus on sourcing and attracting diversity candidates, ensuring that we are always presenting the most qualified, most diverse slate of candidates
- Build relationships with candidates to ensure their future participation as a candidate, resource, or client
- Develop and maintain a network of contacts to help identify and source qualified leaders
- Participate in client update meetings on active searches and prepare the update reports
- Manage the presentation, selection, offer, negotiation, closing and administrative components involved in full life-cycle recruiting

The Person

Qualification & Experience:

- Demonstrated strong history of business development most likely in a retained executive search environment
- Excellent project management, written and verbal communication skills
- Ability to manage multiple projects and engagements simultaneously
- Extensive knowledge in all full life-cycle recruiting components, including sourcing, qualifying, networking, assessing, job analysis, wage / salary trends, relationship management and due diligence
- Knowledge of facilitation and presentation methods and techniques
- Strong teamwork orientation and sense of humor
- Skilled in best practices in sourcing and attracting top, high-level talent
- Ability to manage and direct research team through successful completion of the search process
- Able to maintain highest levels of trust, integrity, honesty, confidentiality, and professionalism
- Knowledgeable and experienced in interview practices and techniques
- Expertise and proven experience with identifying and recruiting passive job seekers
- Organizational skills and meticulous attention to detail
- Strong sales ability, persuasion, and negotiation skills
- Ability to function in a fast-paced environment
- Available for travel as needed

Education:

- Bachelor's degree

Reilly Partners Contacts

Ryan Laughlin

Senior Vice President

312-589-5251

Rlaughlin@reillypartners.com

Steven Wood

Managing Director & Founding Partner

woody@reillypartners.com



Reilly Partners

Two North Riverside Plaza – Suite 1600

Chicago, IL 60606

+1 312 781 9020

www.reillypartners.com | follow us! 