

EXECUTIVE SEARCH • STRATEGIC TEAMBUILDING

CARING IS THE ULTIMATE COMPETITIVE ADVANTAGE

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PUBLIC
MARKET



CITY
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THE PECKMAN DIFFERENCE

When making a new hire, you're not just checking another item off your to-do list. You're defining the future of your business. Whether you're sourcing a single position or building an entire team, you need a collaborative partner that:

- Has unwavering integrity and a genuine concern for the success of its clients
- Has a deep candidate network and extensive industry experience
- Really knows your market—and takes the time to get to know you and your organization
- Doesn't just hand you a stack of resumes, but goes the extra mile to understand your needs, industry, and culture

In short, you need a partner that cares. That's the approach of Peckman Search Partners, and it's made us the premier executive-search and strategic-teambuilding firm in the Pacific Northwest. Let Founder & CEO Gina Peckman and her team help you find the right candidates at the right time. Because when it comes to making great hires for our clients, caring is the ultimate competitive advantage.

OUR SERVICES

EXECUTIVE SEARCH

Trust in our extremely thorough and transparent search process, from developing a comprehensive hiring plan through closing the perfect candidate.

STRATEGIC TEAMBUILDING

Is your organization facing rapid growth or change? Our Strategic Teambuilding service is the most effective, cost-efficient way to build out an entire team from scratch.



OUR SERVICES

EXECUTIVE SEARCH

At Peckman Search Partners, our executive-search methodology has been honed over the years into an efficient and thorough process that regularly produces excellent matches for clients and candidates alike. At every stage, our process is marked by open communication and complete transparency. Because we believe that getting successful results means taking no shortcuts.

OUR METHODOLOGY:

1. EXECUTIVE MEETING

We interview your executive team to thoroughly understand the job position, while learning every nuance about your organization's structure, culture, current needs, and long-term goals.

We next build a comprehensive hiring plan based on your goals, including a needs assessment and review of your hiring process.

After establishing a comprehensive candidate profile, we craft a thorough, customized announcement to our network.

2. NETWORKING

We reach out to our deep global network, which extends from the C-suite to the startup world.

We conduct careful, targeted searches to find the desired fit, bringing you more candidates with more of the right qualifications.

If your perfect match is currently with a competitor, we'll reach out to them with grace and professionalism.

Throughout, we stay in touch with you, to ensure you're aware of our progress—and to stay on top of your needs and priorities.

3. RECRUITING AND SOURCING

Our screening protocol begins with extensive interviews, including thorough background vetting.

We double-check candidates for the specific competencies you've identified, plus vital personal traits such as strategic acumen, grace under pressure, and initiative.

Using proven methodologies and technology, we bring you the most complete, accurate, and up-to-date profile of each candidate.

All data is kept in our proprietary and secure database; you'll have access to our confidential cloud-based technology platforms.

4. CONDUCTING INTERVIEWS

We call you weekly to review profiles of every person who makes it through our thorough screening, to identify next-level candidates.

We can assist in all aspects of the interview process, including collecting and reporting feedback from the interview teams, so your team can focus on speaking with candidates instead of managing logistics.

We incorporate feedback from the candidates into a detailed recap for your use, accessible through a cloud-based customized application.

5. THE CLOSE

After the interview cycle ends, we meet with your team to discuss each finalist and consider the best fit.

Once an ideal candidate is decided upon, we take the steps necessary to seal the deal—helping you craft a compensation package and carry out final pre-hire discussions.

OUR SERVICES

STRATEGIC TEAMBUILDING

Ramping up your staff? Let our expert guidance lead the way. Beyond helping clients source and retain key individual positions, Peckman Search Partners has deep expertise in an area we call Strategic Teambuilding. For a reasonable monthly retainer, you'll receive not only unlimited executive-search assistance, but our proficient, collaborative guidance on how to build out an entire team.

With this highly effective, cost-efficient service, you'll get:

- Assistance in developing anything from a small division to an entire startup roster
- A trusted, collaborative partner at a time of important change, whether your organization is growing quickly, establishing a new division, embarking on a merger, or facing a major transition
- Maximum benefit from our vast experience and unique insight—we'll help you understand how the hiring process can help structure your organization and achieve your strategic aims
- Opportunities to custom-tailor your hiring strategy and outreach, including job descriptions, announcements to our extensive global network, compensation packages, and training programs

By engaging comprehensively on the full scope of recruiting needs, Strategic Teambuilding has generated excellent results for one high-growth company after another. It can help save your business money and position you for a new level of success.



OUR DEFINING PRINCIPLES

1 We keep working until the job gets done.

We start by creating a comprehensive job description and hiring plan that reflects your company's long- and short-term goals, and we keep at it until you're completely satisfied with a new hire.

2 We customize our approach to meet your needs.

One size fits all? Not here. Whether you're looking to fill a single position or build out an entire team, we'll use our full expertise and capacity in developing a custom-tailored strategy for you.

3 We embrace our experience and our network.

Our deep portfolio of 10,000+ connections includes information not only on candidates' skills, but on the intangibles that help ensure a perfect fit with your expectations and organizational culture.

4 We believe in open, transparent communication.

When you call, we answer—it's as simple as that. We don't take shortcuts or become unavailable and incommunicado, because that's not how we'd want to be treated.

5 We respect our clients and candidates.

We want our candidates to know their worth, and our clients to know that we keep our promises. When it comes to salary negotiations, our experts will ensure a fair outcome for all parties.

6 We have fun!

A sense of creativity and cooperation informs everything we do. That spirit is infectious—and is a big reason why clients and candidates keep coming back, and keep referring us to others.

OUR FEE STRUCTURE

With Peckman Search Partners, you have the choice of two convenient, transparent pricing models to meet your exact needs.

Performance-Based Hiring

We've pioneered Performance-Based Hiring—a radical departure from the traditional recruiting model. With traditional retained-search firms, you pay one-third of the fee upfront, one-third at the halfway point, and the final third at the end of the search—whether or not the outcome is successful. We simply don't think that's fair. Instead, our compensation is linked to achieving a strong result. We'll continue a search until a successful placement is made, and we don't accept payment until you tell us you're completely, over-the-moon satisfied. This straightforward pricing model includes an upfront retainer which will be applied as a credit to the sourcing charge. The sourcing charge is equal to twenty-five percent of a candidate's first year salary.

Strategic Teambuilding

Our Strategic Teambuilding option sets us apart even further. For a reasonable monthly retainer, we'll help you build out an entire team. The package includes our high-quality executive-search services, plus extensive counsel on your hiring process, such as assistance with interview training and guidance, coordination of candidate interactions, advice on compensation strategy, and valuable strategic insight. Depending on the extent of your needs, the Strategic Teambuilding package can save your firm hundreds of thousands of dollars, and give you access to a whole new level of employee-search service.

GINA PECKMAN

FOUNDER & CEO



Smart and insightful, yet warm and personable—that’s how clients describe Peckman Search Partners Founder and CEO Gina Peckman, who’s earned a reputation as a real-life superhero of executive recruitment.

With more than a quarter-century of experience—successfully completing hundreds of executive placements, along with numerous mid-management and technical searches—Gina’s “spidey senses” are so keenly developed, she instinctively knows the intangibles that make a particular candidate not just qualified but exactly right. She also knows how to showcase an employer’s job openings, product offerings and cultural environment to attract and close deals with top performers from around the globe.

As the powerhouse founder of Peckman Search Partners—and Dynamo Recruiting before it—she’s demonstrated uncompromising integrity, along with a deeply personal connection and commitment to her clients and candidates. It’s why a who’s-who list of Pacific Northwest clients, from leading startups to Fortune 500 enterprises, have called upon her talent acquisition and teambuilding superpowers.

GINA’S HQ: THE PACIFIC NORTHWEST

While Gina has lived in other parts of the country, none compare, she says, to the Pacific Northwest. She considers it an honor to live, work and raise her family here. Gina—an adrenaline junkie who thrives on sports and travel—loves the fact that she can be enjoying the urban lifestyle of Seattle one moment, and be back at her cabin east of the mountains chopping wood the next. From the diversity of people, places and things to do, to the natural treasures of clean air, mild weather, and the surroundings of mountains and water, the Pacific Northwest is where Gina lives life to its fullest.

OUR INDUSTRY-LEADING CLIENTS

Our best-in-class partners span a wide range of industries, from traditional consumer service to B2B and B2C. Here is a small sample of some of the amazing companies with whom we have worked on C-level engagements, including those for CEO, COO, VP, CTO and directorship positions.



WHAT OUR CLIENTS SAY

(Spoiler alert: They really like us!) While their organizations vary in size, scope, mission and focus, these key executives all have at least one thing in common: They're all satisfied and loyal members of the Peckman Search Partners family.

"[Peckman Search Partners' Strategic Teambuilding] cuts down on my workload, and helps me keep sales recruitment going without having to spend as many hours as I typically would in coaching and engaging in the process. Gina is an extension of my team."

- Stacy Chevront, Vice President of Human Resources, Winshuttle

"Gina is an energetic 'connector' of top talent to outstanding opportunities. Gina believes in building a long-term relationship with her clients and this guides the career opportunities, strategy, and advice that she provides."

- Neil Crist, VP Product, MOZ

"We recently worked with Gina and Peckman Search Partners to successfully secure our first VP of Sales and Marketing. Gina and the team went out of their way to understand our business and needs prior to executing a search and recruiting mission that landed us a fantastic talent. The guidance and experience were invaluable to our team."

- George White, Co-Founder and CEO, Pavia Systems

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I have had the opportunity to partner with Gina on more than one occasion and am always impressed with the excellent counsel I receive both as a hiring manager and as a potential candidate.

- Loren Alhadeff, SVP North America Sales, DocuSign, Inc.

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Gina and the team were very hands on, communicating, adjusting and participating as a trusted insider. In the end, the only challenge we encountered was a difficult choice among several very well qualified individuals, a testament to her network and creativity in looking above and beyond on behalf of the client.

- Matt Scheuing, CEO, Changepoint

READY TO BUILD YOUR COMPANY'S FUTURE?

You've got nothing less than the future of your organization to think about. We're ready to collaborate with you on that.

Get in touch with Peckman Search Partners today and let us help you find your next superhero hire—or an entire league of superheroes.

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