



## WHITE ROCK GROUP SERVICES

*WhiteRock executes global executive search initiatives for:*

- Fulltime Professionals
- Temporary Management Teams
- Crisis Management Teams
- Strategic Management Consultants

WhiteRock provides services for boards of directors such as CEO searches, services for senior executives, and services for middle and junior-level talent.

In addition, the firm can also perform an "a la carte" management assessment of a candidate executive for a board of directors seeking additional input before extending an offer. WhiteRock can act as consultant on all your human capital issues including succession planning, compensation assessment, recruitment strategies and competitive analysis.

*WhiteRock places individuals in areas such as:*

- Alternative Investments
- Asset Management
- Corporate Finance
- Family Offices
- Fund Management
- Hedge Funds
- Institutional/Retail Sales
- Investment Banking
- Mergers and Acquisitions
- Private Equity
- Research
- Trading
- Wealth Management
- Venture Capital



# WHY THE WHITEROCK GROUP



## **We Know Your Industry**

We're focused on financial services, which means we understand the hiring company's needs, we know who the players are and we can rapidly add value to the executive search process.

## **We Tap Into the Hidden Talent Pool**

Not every candidate for a position is necessarily out in the open, looking for a new job. WhiteRock leverages its international executive network to discover the best candidates, whether or not they are currently in the job market.

## **We Speak Your Language**

The diverse linguistic and ethnic background of our team ensures that WhiteRock is not limited by language in its pursuit of the right candidate.

## **We're Small by Design**

Some firms attempt to be all things to all people; that's simply neither our strategy nor our desire. Small size enables us to focus relentlessly on the needs of the limited number of clients we work with. It also ensures that we are not locked out of potential recruitment pools due to internal client conflicts.

## **We're Not Limited**

Our small size ensures we are not locked out of potential executive search pools due to internal client conflicts.

## **We're Objective and Candid**

In the search process, nobody benefits from sugarcoating the truth. We're honest with clients and candidates about the opportunity and the individual's qualifications ~ to be any less than completely frank and truthful would lead to a less-than-ideal resultant match.

## **We Can Close the Deal**

Our hard-earned reputation for honesty and integrity helps us get offers accepted and rapidly bring searches to a satisfactory conclusion. We'll facilitate negotiations, act as liaison and provide intelligence to help see that the deal goes through.



## THE SEARCH PROCESS

Every search begins with research ~ into the culture of the company, the type of executive that succeeds there, and the specifics of the open position. WhiteRock seeks to understand the values, philosophy and specific requirements of the hiring organization. We also analyze competitive information and look for insights and trends in the global talent marketplace.

A WhiteRock executive search professional takes responsibility for the management and success of each search we perform. This focus ensures that this individual will develop an unparalleled level of insight into the hiring company's business.

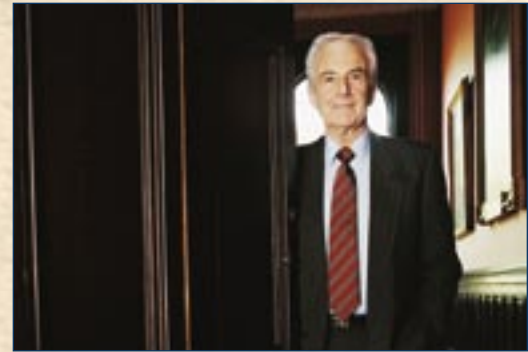
The search professional creates a detailed job specification and then draws on the vast WhiteRock network to build a database of potential candidates. From this pool ~ following a discreet confirmation of background and employment history ~ the search professional culls a shortlist of extremely well-qualified candidates for presentation to the hiring organization.

Screening is an important element of the search process. WhiteRock narrows the candidate list to the few who possess not only the qualifications for the job, but also the personal traits and attitudes that would enable that individual to adapt and succeed in the client's corporate environment. Accomplishing this requires sound judgment and keen insight into both the candidate and the company.

WhiteRock then facilitates the interview process, ensuring both parties receive appropriate and accurate information about each other while being extremely sensitive to the need for confidentiality throughout the entire process.

Once the final candidate has been selected, WhiteRock will facilitate negotiations to arrive at the specifics of the offer and close the deal.





## THE WHITEROCK GROUP ADVANTAGE

### **A Personal Commitment**

We view every search assignment as a personal challenge requiring a personal commitment.

### **Superior Candidates**

We deliver exceptional candidates, thoughtfully and carefully selected from the largest possible pool of talent. WhiteRock candidates will possess not only superior qualifications but also those subtler attributes that promise success and the potential for personal growth.

### **Confidentiality is King**

All contacts are direct, personal and confidential. Our commitment to confidentiality allows us to cultivate sources that lead to our identifying the best candidate.

### **No Revolving Doors**

We don't treat our clients' employees as candidates in our applicant pool.

### **We Promise You the World ~ Literally**

Our vast global network of senior executives can be called on to serve in a consulting capacity at the highest corporate levels, to assist in developing new structures and strategies.

### **Client Satisfaction is Our Number One Priority**

We want each client to be a repeat client. We treat each search we're working on as though it's the only search we're working on.

### **We Work for You**

We never forget we are representing you.

Even in today's automated, information-driven, speed-of-light economy, people are still the most valuable resource. Get the best talent working for your organization. Find out how the WhiteRock Group can make your business more competitive.





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