

# Executive Search



**Our Executive Search practice focuses on middle-market, private equity-backed CFOs across North America. Our predictive outcome-focused approach and proprietary screening process consistently delivers significant value to businesses in a short time frame.**

With an exclusive focus on private equity transition-experienced financial leaders, we understand how to achieve shareholder value. Our collaborative approach enables efficient delivery of A-Players. Our interview process and consulting-centered approach go in-depth to identify your needs and strategies in order to define goals, as well as whether a candidate is equipped to achieve them.

## Screening Interview

**Our Executive Search Team identifies talent within CBIZ Private Equity Advisory's national network** of more than 10,000 middle-market private equity-experienced financial leaders with proven success across industries.

## Video Behavioral Interview

**A CBIZ Private Equity Advisory Director (PE talent expert) analyzes behavior patterns.** We assess a candidate's fit to evaluate whether their style and personality correspond with company culture and whether personal and professional goals align with role requirements.

## Technical Interview

**A Director (CFO-level CPA) will conduct a technical interview with remaining candidates.** Success attributes, key character traits like resilience, persistence, integrity critical communication skills, and more are evaluated using our technical scorecard.

## Top Candidate Interviews

**After CBIZ Private Equity Advisory's rigorous interview process, additional research, and reference validation,** you can be certain that any candidates who remain are well-vetted. In just a short amount of time, only the highest-quality individuals are ready to be interviewed by you.

## A Rigorous Process

### DELIVERING VALUE & CERTAINTY

Regardless of industry, A-level talent is difficult to find. In order to drive value and realize sustainable success in today's transaction-intensive environment, financial and operational leaders must have knowledge of and display skills in a range of disciplines, including business operations, technical systems, leadership ability, and finance. Our team works diligently and quickly to recruit these A-players for you.

Our executive search process looks beyond just past experience by also evaluating competencies and identifying attributes aligned with client and portfolio goals.



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## EXECUTIVE SEARCH *BY THE NUMBERS*

**175+**

Since 2011, we have placed more than 175 private equity-experienced financial executives in portfolio companies across North America.

# Expertise In Action

## Sample Executive Search Clients



CFO

Private Equity Fund:  
JF Lehman & Company



CFO

Private Equity Fund:  
Levine Leichtman  
Capital Partners



CFO

Private Equity Fund:  
Prudential Private Capital



CFO

Private Equity Fund:  
Freeman Spogli & Co



CFO & CONTROLLER

Private Equity Fund:  
Cortec Group



CFO

Private Equity Fund:  
Arsenal Capital Partners



CFO

Private Equity Fund:  
Garnett Station Partners



CFO

Private Equity Fund:  
Kainos Capital



CFO

Private Equity Fund:  
DFW Capital Partners