



## Executive Search

# Capability Statement

[www.Lear-Group.com](http://www.Lear-Group.com)

DUNS: 929546455

CAGE: 70Q97

NAICS: 561312

561311

541612

### Expertise

70 years of experience in the identification and recruitment of executive talent in most disciplines for a wide variety of markets and organizations from small companies and institutions to large multinational organizations. We customize our methods and process to meet the unique needs of our clients to ensure a timely and cost-effective search process. We identify and recruit the right candidate to meet the technical specifications of the search as well as finding the cultural fit.

### Core Competencies

- Identification & Recruitment Executive Talent
- Comprehensive Assessment and Evaluation
- Depth Pattern Interview Process

### Our Process

- Client Consultation
- Prepare Search Specifications & Profile
- Develop Target Organizations & Levels
- Identify, Recruit and Present Candidates
- Candidate Interviews (Depth Pattern Interview)
- Prepare Interview Profile & Observations
- Present Candidates
- Pre-offer Preparation
- Close Selected Candidate
- Assist with On-Boarding Process

### Practice Areas

- Manufacturing
- Financial Services
- Engineering
- Academic
- Sales / Sales Management
- Medical
- IT

### Positions

- C-Suite
- Senior to Mid-level Management
- Directors
- Individual Contributors
- Physicians

## Government Business POC:

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