



ZRG Partners

Results Driven Global Search

*Your CyberSecurity & Defense/Intelligence
Global Talent Management Partner*



Data Driven. Client Focused. Flexible.

ZRG Partners, LLC is a progressive mid-sized global executive search firm that uses a proven, data-driven approach. We were founded on the principle that well-developed, actionable information and process excellence are the cornerstones of a truly successful executive search process. With this foundation mindset, a nimble structure and minimal “hands-off”, ZRG Partners provides a unique value proposition to its clients.

ZRG Partners has been serving clients for over a decade across the Americas, Asia-Pacific and Europe. Our fact-based approach helps clients make better decisions about their most valuable resource - their people.

We do this through our service delivery model featuring:



- ▶ **More Choices**
We deliver a robust slate of candidates, developed through extensive and detailed original research on every assignment. ZRG’s limited “hands-off” enhances our ability to search more broadly and deliver more choices.
- ▶ **Efficient and Time Saving Process**
The ZRG “client-designed” process drastically reduces the time requirements of senior hiring executives.
- ▶ **Data and Analytics to Make Hiring Decisions**
ZRG brings a new level of data and analytics to help your team make fact-based hiring decisions.

Data and Analytics to make great hiring decisions:

Z Score incorporates two proprietary filters into the hiring process to better identify true “A” talent. Z Score adds the “Ph.D.” view of the candidates into the equation to ensure that all candidates are a strong fit for the specific role and the company culture. Just as our clients operate their businesses using strong metrics, the ZRG Z Score solution brings strong metrics to more effective talent selection.



Highlights:

- ▶ Over 15 year’s operating history with 23 offices worldwide.
- ▶ Extensive retained search experience with over 450 clients and over 3,000 successful placements in several industries.
- ▶ Executive search, consulting, advisory and management assessment services; Board of Director and CEO advisory services.
- ▶ Leading edge talent management solutions to drive fact-based decisions – Z Score decision making tools.

CyberSecurity & Defense / Intelligence Practice

CyberSecurity

With the evolution of technology in organizations worldwide comes the issue of data breach—creating major security problems for even the biggest of companies.

Cybersecurity is a prevailing strategic priority across the board, and we're dialed in. We at ZRG are leading the charge in advising and empowering corporate management teams and their boards on the right talent solutions to develop and enhance robust cyber defense in depth and counter-offense capabilities.

We strategically couple our clients with superstar candidates who can take on the extremely sensitive task of addressing and enforcing cybersecurity. More broadly, we are talking daily with our clients globally across all of our practice areas—to educate and advise on the importance of protecting their entities against a growing hacker culture—regarding the urgent transformation taking place within the Chief Information Security Officers' (CISO) remit.

Almost overnight, CISOs are being asked to significantly reimagine their responsibilities, broaden their strategic outlook and act innovatively across their entire organizational structure. Bringing our legendary data-driven approach and Z Score analytics to the table, ZRG is ready to bring you the very best talent solutions to this new and uncharted area.



Defense / Intelligence

Today, the Government Contracting sector is faced with many challenges to *provide quality services and products* at highly competitive price points while meeting all of the mandated standards and requirements to be a supplier to a government agency or agencies both CONUS and OCONUS.

ZRG Partners specializes in working with companies to identify, attract, develop, and retain top tier leaders to help them not only face, but overcome the realities of decreasing budgets, increasing competition and regulation as well as daily technology innovations and developments. We ensure companies have the proper leadership in place to guide them through these inflection points and beyond. At ZRG, we bring a full range of analytical and data driven talent solutions designed to effectively address executive and senior management needs through our retained search, RPO, talent mapping and executive assessment services. We hear our clients' unique challenges and devise recruiting strategies to specifically address their candidate requirements for knowledge, background, skill and cultural fit.

About ZRG Partners

In 1999, ZRG Partners established itself as a new generation human capital solutions provider, committed to providing a robust, complete, and information driven approach to human capital management.

Through a series of strong growth initiatives, both organic and acquisitive, ZRG has expanded and is now a global platform. While poised for continued dynamic growth, ZRG is steadfastly committed to delivering substantial, quantifiable results in executive recruiting, along with structured human capital solutions and consulting for our clients.

We offer our clients geographic capability, exceptional industry/vertical experience, unparalleled decision-making tools, and highly competent senior search practitioners – we are designed to provide the very best executive search experience.

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