



ZRG Partners

Results Driven Global Search

*Your Healthcare Services and Solutions
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.

Healthcare Services and Solutions Practice

ZRG's Healthcare Services and Solutions practice is built on experience and dedication. Our team thrives in a collaborative culture that emphasizes a hands-on, nimble, responsive approach with strong industry domain and functional experience. ZRG fully understands the intricacies of this evolving industry and the issues that you face in attracting and retaining the right executives. It is our understanding of these issues - and how they impact your business - that has helped us build one of the most comprehensive life sciences & healthcare practices worldwide.

We have executed hundreds of executive recruitment assignments for many of the most innovative private equity firms to strengthen their portfolio companies boards, build executive teams and seek individual leaders with the right skills across the spectrum of the healthcare and life sciences space. Above all else, our team has a shared philosophy of serving clients beyond their expectations. This focus on excellence and attention to detail has helped us to develop and maintain deep-rooted relationships with our clients.

Key sectors served include:

- ▶ Population Health/ Next-generation Care
- ▶ Healthcare Systems (public and private)
- ▶ Revenue and Cost Management
- ▶ Wellness/Prevention
- ▶ Healthcare Insurance
- ▶ Pharmacy Services (PBM, Specialty, Retail Health) Physician Practices and Services

Fast, effective electronic tools providing in-depth candidate analysis and comparison to help you make great hiring decisions!



Position Description
Sells your story to the market



Collaborative Search Strategies



Compensation Grid
Includes detailed comparison



Candidate Slate
Includes comparison grid with rated skills

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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