



ZRG Partners

Results Driven Global Search

Your Global Professional Services 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 serves clients in the Aerospace/Defense, Cyber Security, Professional Services, Technology, Private Equity, Life Sciences/Healthcare, Manufacturing/Industrial and Financial/Banking sectors 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 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.

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.

ZRG Industries and Practices

For our clients operating in selected industries, we have specialists organized into practice sectors. Our team model means that consultants can collaborate, unrestricted local limitations, and provide the highest quality solutions for our clients. We support global, institutional clients, as well as many early stage and private equity-backed companies. Our business model allows us to harness the best and brightest talent available, paying close attention to diversity and inclusion.

Aerospace

Aerospace, Aerospace and Aviation Services, Airlines, Corporate and Business Aviation, Defense and Intelligence, Maintenance, Repair & Overhaul.

CyberSecurity & Defense/Intelligence

Security Services, National Defense and Intelligence, Civilian Government Contracting, Aerospace, Geospatial & Satellite, Technology, Healthcare Services/Life Sciences, Investment Banking, Corporate/Commercial Banking, Insurance, Asset Management, Financial Technology, Private Equity/Venture Board.

Professional Services

Change Management/Human Capital, Enterprise Application Services, Management Consulting, Operations and Performance Improvement, Outsourcing, Restructuring and Turnaround Management, Strategy.

Technology

Convergence, Database/Storage, Emerging Technologies, Internet Services, IT Services, Office of the CIO and Semiconductors & Electronics, Security, Systems & Software.

Private Equity & Venture Capital

Board & CEO/CFO Services, Supply Chain.

Life Sciences

Animal Health & Sciences, Biotechnology, Contract Manufacturing Organization (CMO), Contract Research Organization (CRO), Diagnostics, Generics, Medical Devices, Pharmaceuticals.

Healthcare Services and Solutions

Healthcare Services, Healthcare Providers, Healthcare IT, Healthcare Consultants, Private Equity and Venture Capital Healthcare.

Industrial

Automotive, Construction / Infrastructure, Manufacturing, Mining, Raw Materials, Specialty Chemicals, Transportation.

Financial Services

Banking, Commercial Finance, Equipment Leasing, Payments, Specialty Lending.

Board Services

Board Assessment, Advisory and Director Recruitment.

Nonprofit

Corporate & Family Philanthropies, Foundations, Associations and Cooperatives, Nonprofit Community Service Organizations, Charitable/Human Services/Trusts, Cultural Arts, Diversity and Inclusion.

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