



ZRG Partners

Results Driven Global Search

*Your Asset & Wealth Management
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:



- ▶ **Minimal Off Limits Means More Candidate 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.



What ZRG has to offer

Grounded in retained search excellence, ZRG brings best practice solutions to insure that you get the right slate of candidates and you have the data and analytics to make great hiring decisions. For senior level work, our Z Score process is simply the most thorough and complete approach to hiring you will ever experience. For mid-level roles, such as sales and credit and risk analysts, we deliver our Z Score product quickly and electronically, bringing cost savings and speed to these engagements. We also license our tools to assist our clients in their own hiring efforts.

Financial Services Practice

ZRG is a global industry leader in recruiting for the Asset & Wealth Management marketplaces. Over the past 10 years we have conducted hundreds of senior level searches for our clients. Our success has been based on listening to our clients. Our Consultants have a strong presence on the Buy-side and the demonstrated deep primary knowledge and experience to strategically guide and support our clients around the world with their hiring needs.

ZRG Quick Facts

- ▶ Significant **domain expertise** with greater than 25 years of primary experience partnering with asset management firms and hedge funds
- ▶ Deep **functional knowledge** and operational experience combined with **big data application process** that yields **best in class candidate assessment** capability and deliverable
- ▶ **Extensive network** of industry contacts across all levels throughout both the buy and sell sides of the global financial services industry
- ▶ Financial services industry **thought leader** and speaker with notable **repeat business** track record

ZRG GLOBAL PLACEMENTS

- Chief Investment Officer
- Chief Compliance Officer
- Chief Risk Officer
- Global Head of Distribution
- Special Sit Team Lift Out
- Senior Equity Analyst (Growth & Value)
- Head of Marketing & Distribution
- Product Specialists
- Head of Central Risk
- Director of Trading & Operations
- Consultant Relations Sales
- Wealth Management Market Manager
- Investment Advisors
- Portfolio Manager (Equity & Fixed Income)
- Country Head
- Director of AML Regulatory Affairs

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

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.

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