

Overview Executive Search Partners is a prominent executive search firm specializing in the energy industry. We are committed to identifying and sourcing highly qualified and talented candidates for positions in trading, risk management, origination, structuring and analytics. Founded in 2001, Executive Search Partners has earned a strong reputation for building solid relationships and delivering high-quality candidates to companies seeking to hire top national talent.

Approach At Executive Search Partners, we understand the responsibility of representing our clients in a professional manner and realize that each search assignment has its own unique criteria. We make the time to understand the culture of our client company and the particular requirements of the position so that our searches are focused and well-targeted, with each assignment receiving the deserved attention.

During Our Search Process:

- We conduct in-depth discussions with the Hiring Manager and HR Department to understand the culture of our client's business and organization.
- Through further discussions, we gain insight into the purpose, direction and specific requirements of the position, the ideal candidate profile, and the existing team and office environment.
- We source top talent through our seasoned network and strong industry relationships.
- By maintaining close contact with our client during the process, we provide regular updates on the status of the search.
- Through our own interviews, evaluation, discussions of compensation and extensive reference checks, we personally screen the potential candidate to ensure that he/she meets the position requirements and are compatible to the corporate culture.
- We facilitate the interviews between our client and the qualified candidate and relay timely feedback to both parties.
- By assisting with the final discussions between our client and the candidate, we provide critical third-party sensitivity and objectivity, fundamental to bringing negotiations to an efficient and successful close.

Team Michael Hubley, President • 781-383-8269