



## Executive Search Consultant

Strategic Club Solutions is growing our team by adding an executive search consultant who is passionate about connecting top talent with organizations, excelling in solving complex staffing challenges, and fostering lasting relationships between candidates and club/community clients. Their dedication to identifying exceptional talent and ensuring the right fit for both parties should be a driving force in their role.

### Your Experience

As an Executive Search Consultant, you possess a unique blend of qualities that set you apart. You excel at solving "people problems" with warmth, empathy, and insight. Your proven track record in making effective hiring decisions, particularly in the private club and hospitality industry, is a testament to your expertise.

You bring comfort and confidence when meeting with board members and general managers, forging connections that resonate with both clients and candidates. Your ability to follow a proven system ensures efficiency and consistency in your work.

Your high-energy approach fuels your commitment to continuous improvement, always seeking opportunities to refine your skills and strategies. You seamlessly navigate between collaborative and independent working styles, adapting to the needs of each situation.

Being comfortable with technology and thriving in a remote environment is second nature to you, enhancing your flexibility and adaptability. Above all, your unwavering focus on both the client and candidate's experience defines your commitment to delivering exceptional results in the private club and community industry, preserving our 98.2% placement success rate.

If this sounds like you, we want to meet you!

### Compensation & Benefits:

- Salary is commensurate with qualifications and experience
- An inclusive, collaborative community of club industry professionals
- A virtual work environment, supporting your ability to work anywhere in the U.S.
- Company Match 401K
- Long Term Disability, Group Life Insurance
- We invest in your professional growth & development, provided your commitment to a full-time role is exemplified

## Responsibilities:

- Manage the day-to-day of external (client-related) projects focusing on all aspects of the search lifecycle. The life cycle of an executive search spans from initial sales and client engagement to the candidate's integration into the new role. This process typically takes around 12 months and involves thorough needs assessment, candidate sourcing, selection, onboarding, and ongoing support to ensure a successful placement.
- Collaborate with the SCS team and their commitment to continuous improvement.
- Develop proactive ideas and solutions to meet business objectives, internal and external.
- As it relates specifically to search:
  - Conduct in-depth needs assessments with clients to understand their hiring needs.
  - Source and screen potential candidates through various channels and evaluate their qualifications.
  - Present a shortlist of qualified candidates to the client for interviews and assessments.
  - Facilitate negotiations between clients and selected candidates, including compensation and benefits discussions.
  - Provide guidance and support to candidates during the transition and onboarding phases.
  - Maintain ongoing communication with clients and candidates to ensure satisfaction and resolve any issues.
- Attend team meetings and retreats, as required.
- Monitor activities of competitors and provide industry trends and learnings.

We look forward to meeting you! Please send your resume in confidence by October 16, 2023 to:

Michelle Cocita at Strategic Club Solutions  
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