



**BUILDING ORGANIZATIONS ONE CAREER AT A TIME**

ACCOUNTING • CUSTOMER SUPPORT • ENGINEERING • FINANCE  
• GENERAL MANAGEMENT • HUMAN RESOURCES •  
INFORMATION TECHNOLOGY • LEGAL • LOGISTICS • MARKETING  
• OPERATIONS • QUALITY • RISK MANAGEMENT • SALES •  
SUPPLY CHAIN

Since 2017, **B&B has placed candidates with 100+ companies**, at 40+ business sectors, & in 15+ states. We averaged 42 calendar days from signed search agreement to candidate signed acceptance. 71% of our placements (150+ placements) were completed by submitting 3 candidates or less to our clients.

## **2018 Forbes Best Executive Recruiting Firm** **2018 Forbes Best Professional Recruiting Firm**

### **30 Recently Completed Searches:**

**Chief Financial Officer** for a privately-held retailer, wholesaler, and ecommerce marketer

**Application Engineer** for an automotive flow controls manufacturer

**Chief Executive Officer** of a non-profit healthcare organization

**Assistant General Manager** with a national transportation company

**VP Finance** for a privately-held manufacturer of X-ray imaging and irradiation systems

**Mechanical Engineer** in a manufacturer of tape and dispenser products

**Tax Manager** with regional CPA firm

**Human Resources Director** in a North American B2B services corporation

**Business Development Director** for a global manufacturer of healthcare products

**EVP, General Counsel** with a global bank

**VP Finance & Administration** for a privately-held manufacturer and NDT service

**Senior Associate** with a national CPA firm

**ERP Project Analyst** with a PE financed national distributor of office products

**COO/CFO** for an emerging digital health company

**Assembly Manager** with a capital equipment industry.

**VP Quality Assurance** in a PE backed contract manufacturer of molded products

**Chief Financial Officer** for a privately-held manufacturer of skincare products

**District Sales Manager** of microscopes and measuring systems

**Senior Credit Analyst** with a regional bank

**Materials Manager** in a global automotive products manufacturer

**Chief Financial Officer** in a PE funded manufacturer of water management products

**VP HR Transformation** with a global bank

**Business Development Leader** with a PE funded precision products manufacturer

**VP Finance** with a PE backed, multi-state building services company

**Senior Marketing Director** with a global nutritional products industry

**President** of the capital financial division of a global bank

**Process Engineer** for a manufacturer of advanced material solutions

**General Manager** for a privately-held manufacturer of self-sealing fasteners

**Production Supervisor** in a privately-held consumer products manufacturer

**Customer Support Director** in a national business products industry



**Recruiting can be like a puzzle.** Finding the perfect person to fit into an existing team and culture while finding the right time for the candidate to take the next step in their career is the challenge. However, not all searches B&B manages have a clearly defined scope with an established void to be filled. **Helping our clients define the needs of the company is the cornerstone of our consultative recruiting approach.**

### **Three Examples of B&B's Consultative Approach to Recruiting:**

**1)** B&B was approached by a global company with \$300+ in annual revenue and multiple profit centers in Asia, Europe, and the Americas that was carved out of a global parent and purchased by private-equity. The finance department had been centralized at the global parent; the carve-out necessitated the creation of a finance department and organization structure. **Our team partnered with CFO to create an organization structure**, inclusive of roles/responsibilities, reporting structures, compensation structure, and job descriptions. What followed from our consultancy work was an exclusive engagement to find the Treasury Director, Tax Director, Corporate Controller, Corporate Accounting Manager, Compensation & Benefits Director, Financial Consolidation Manager, and 2 Financial Analysts.

**2)** The business model for a privately-held industry leader was at one time a vertical manufacturer and over the years had outsourced 90% of their machining to contract manufacturers. Over last six months profitability was down and revenues had flat-lined due to challenges on meeting customer expectations and deliverability. B&B met with the CEO. The original thought was to add on a Supply Chain Manager to report to the VP Manufacturing. The goal was to improve purchasing, order management, material deliverability from contract

manufacturers, and better accountability to customers. OTD was declining. **B&B had a detailed conversation on the business evolution, current business model, existing challenges, going forward strategy, and culture.** In a very candid conversation B&B brought to the attention of the CEO that as the company had transitioned from a vertical manufacturer to primarily an assembly operation, the need for strength in leadership shifted from manufacturing to supply chain. B&B looked at the organization chart and discussed the key employees and roles. The VP Manufacturing was under-performing and adverse to change. The manufacturing operation was being run by a manager that upside potential. B&B made the suggestion to promote the Assembly Manager to Manufacturing Director, eliminate the VP Manufacturing role, and create a VP Operations position that would be responsible for all order management, supply chain, and assembly operations. **B&B teamed with the CEO to define short and long term goals** for the new role, create a search and evaluation process, and establish a fair and attractive compensation package. B&B evaluated 83 local candidates, presented a slate of four, collaborated on the interviewing process, and **concluded the search from original conversation to acceptance in 39 days.**

**3)** The business model for a Connecticut OEM had shifted from a vertical manufacturer to more reliance on contract manufacturing and assembly operation with a more demanding supply chain element. Information systems and technology were underutilized and dated.

The CEO and CFO initiated a call to B&B to potentially recruit a Project Manager to work for the IT Director. **B&B led discussions with the executive team,** including the IT Director, to best understand recent evolution, organization structure, business model, personnel, current processes, needs, challenges, and goals. The conversation was interactive, candid and open. The Company viewed IT as under producing rather than as a strategic resource to partner on business evolution. B&B was offered the exclusive to search for a Systems Manager and turned it down. B&B reached out to the CEO and made the recommendation that the biggest road block to success was the IT Director and if IT was to be a true business partner, then new leadership was required. After this conversation, we were retained to source a new IT Director. **B&B established a search process with milestones of delivery;** identified and introduced four highly qualified candidates; and had a new IT Director aboard within 90 days. The end result is a more interactive IT function that is providing value-based intelligence to both internal and external customers, and active participants in the business planning process.

**We are thankful for opportunities to partner with our clients** which allows B&B to play a role in creating the puzzle and fitting the pieces.



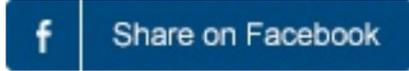
**"B&B moves fast, communicates well, understands our business and our needs, - they 'get it'."**  
-Director of HR, Health Care Organization

**"I trust their knowledge and understanding of the rapidly changing complex environments."**  
-Director of Engineering, Domestic Manufacturer

**"The B&B team dig deep to fully understand my business, staffing needs, corporate environment and the pace of the company."**  
-Head of Strategy, Regional Bank

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