




BEECH TREE PARTNERS



Our story

A nimble, strategic alternative to traditional search firms

We are BeechTree Partners, a boutique executive search firm serving organizations in the healthcare, life sciences, information technology, financial services, and higher education industries.

Established in 1997 with a belief that executive search firms can be most effective by serving fewer clients, but in a more in-depth, “high-touch” way. Since starting with a single office in Chicago, we have focused on handling more searches for fewer clients – an approach that creates a greater talent pool from which to recruit outstanding candidates, and avoids typical conflict issues.

Through the years, the BeechTree Partners’ model proved successful. The firm expanded, adding principals and offices in Chicago, London, San Diego and Philadelphia to better serve clients worldwide.

Our principals remain involved in every step of every assignment. There’s no bait and switch. We are proud of our value proposition, which yields consistent results and satisfaction for our clients, without the overhead and bureaucracy that distinguishes many firms.

Why BeechTree

Bringing insight, experience and results to the executive search process

We are as selective in who we serve as our clients are in selecting search firms and executive candidates. We are hired because we bring insight, experience and results.

Insight

- Quickly and thoroughly identifying candidates and client needs, then “hitting the ground running” when time is of the essence
- Utilizing a results-driven, time sensitive approach
- Adhering to strict confidentiality for both clients and candidates
- Basing our solutions on clients’ timetable, budget and priorities
- Presenting in-depth candidate profiles

Experience

- Hiring only senior-level principals with extensive industry experience
- Utilizing specialized research and recruitment teams
- Offering full recruiting support – from search and evaluation to compensation negotiation and transition management

Results

- Guarantying replacements on retained searches
- Note: We’ve never had to re-fill a placement because a candidate didn’t work out – a statistic which just might be an industry record.
- Successfully completing 100% of the searches that we have been retained to conduct



Specialties:

retained executive search and
scalable recruitment capabilities

retained executive search

BeechTree helps clients find those executives that can take their organizations to the next level—based on the company’s needs, culture, priority, timetable and budget. Our experienced team of search professionals discreetly reaches out to “the best and the brightest” locally, regionally, nationally and internationally. We deliver the type of talent a client probably couldn’t find on its own: creative, committed professionals who have been motivated to explore new career choices.



“BeechTree is thorough, responsive and they get the job done.”

VP Recruitment Services,
publicly traded managed care company

“BeechTree has played a critical role in identifying key skills for our business, especially in the area of Clinical Development. They have consistently attracted the right talent to take our business forward.”

Corporate HR Head,
global biotechnology company.

Scalable Recruitment Capabilities

BeechTree brings credibility, speed and integrity, delivering results without compromising cultural fit, relationships or integrity. Our approach combines the high-touch principles and strategies of executive search with a highly streamlined recruitment process supported by sophisticated technologies. From initial strategic planning to active recruiting, interviewing and “on boarding,” our approach blends the efficiency and cost-savings of technology-driven, volume recruitment with the up-close-and-personal style of retained search. Clients count on us to design efficient, effective end-to-end recruitment solutions, with a process and result that differentiates BeechTree Partners from our competition.

“BeechTree has played an integral role in just about every phase of our staffing processes. From sales and marketing through operations and finance they have been effective. They understand our business as well as our corporate culture.”

SVP HR,
publicly traded PBM

“Over the past couple of years we have turned to BeechTree for our tough to fill positions as well as multiple hire positions. They run a tight process and always get the job done.”

CEO,
publicly traded Mail Order Pharmacy.

12-step process helps clients realize their goals

People ask us how we do what we do.

Below is our 12-step process, which we adapt to the specific needs of each client.

1. Initial consultation and site visit

We begin by personally meeting with each stakeholder, gathering detailed information about your open position, workflow processes and expectations.

2. Search and recruiting assessment

We evaluate the feasibility of completing a search according to your timeframe, criteria and salary guidelines and then prepare a Confirmation Letter for your approval, outlining these deliverables.

3. Position profile

We take an intense look at the organization's culture and leadership style, as well as geographic considerations such as schools, real estate, recreation and the local business climate, and develop a position profile that provides quick, essential information in a format that meets the needs of busy executives.

4. Search strategy, research and sourcing

We analyze market conditions, interview industry opinion leaders, and tap into networks and referral sources to develop a strategic plan for locating ideal candidates. Additionally, we deploy a thorough Diversity Recruitment Effort on each search we conduct.

5. Candidate interviews

We interview and screen all potential candidates based on the client's criteria, including credentials, competencies, experience, personality, cultural fit, salary and availability for relocation.

6. Candidate background investigation

Just because something is written on a resume doesn't mean it's true. We conduct in-depth professional and personal reference checks and verify all degrees and credentials. All this happens before we present the candidate to the search committee.

7. Executive Summaries

We introduce clients to our top candidates via in-depth summaries of candidate interviews. Each summary profiles a candidate's background and expertise, as well as unique motivations, leadership style, and our recommendations.

8. Candidate Score Card

BeechTree Partners has developed a tool which aids in benchmarking the candidate slate by quantifying required core competencies then assigning scores based upon the outcome of our interviews.

9. Candidate Self-Assessment

Candidates who remain "in-play" after the initial client interviews are afforded an opportunity to evaluate how they envision success and challenges in the new role, creating an additional, value-adding, dialogue point with the client and ensuring proposed "on-boarding" will be as effective as possible.

10. Offer of employment

Once the ideal candidate has been identified, we help clients develop and negotiate an offer of employment. We also help them address non-compete agreements and other employment issues.

11. Relocation assistance

Our partnership continues after a candidate accepts your offer. We work with both clients and candidates to make the professional transition as smooth as possible, assisting with relocation, if necessary.

12. Quality of hire initiative

For one year after each placement is finalized, we solicit feedback from both clients and candidates to help gauge the effectiveness of the search process and, ultimately, the new hire.

Deep experience in targeted industries

We realize we can't be all things to all clients, so we specialize in finding top professionals for a select few:

- Managed Care
- Pharmaceuticals and Biotechnology
- Providers
- Pharmacy Benefit Management
- Medical Devices
- Scientific Instruments & Research Services
- Disease Management
- Long Term Care
- Specialty Pharmacy Services
- Technology
- Financial Services
- Higher Education



Representative assignments

- **President and Chief Executive Officer:** North American behavioral healthcare company
- **President:** North American pharmacy benefit management company
- **Board Member:** publicly traded pharmacy benefit management company
- **Chief Operating Officer:** North American CRO
- **Chief Financial Officer:** North American behavioral healthcare company
- **Head of Finance, EMEA:** Global medical device company
- **Chief Accounting Officer:** Blue Cross and Blue Shield company
- **Chief Clinical Officer:** North American behavioral healthcare company
- **General Counsel:** publicly traded higher education company
- **Vice President of Human Resources:** International insurance company
- **Global Director, HRIS:** International online retailer
- **Vice President, Medicare and Medicaid sales:** North American managed care company
- **Head of Clinical Pharmacology, Neuroscience Research:** Global pharmaceutical company
- **Vice President of Network Development:** eastern Blue Cross and Blue Shield company
- **Vice President, Managed Care:** International medical devices company

Our pledge to you

We consider every client engagement a partnership. If you work with us, here is what you can expect:

Candor in accepting only assignments that we can complete for you -- on time, on budget and with top quality candidates

Integrity, fairness and equality at all times

A sense of urgency, with engagements completed as quickly and efficiently as possible

Knowledge of your industry, including news, trends and developments

Confidentiality with your proprietary information

Responsiveness initiating timely, direct and specific communication

Coaching and guidance throughout every phase of the search and recruitment process

Collaboration to achieve long-term strategic change and growth, as well as short-term goals and objectives

Dedication persevering, assuring clients' needs are met



Sound good? Want to know more?

For more information about how BeechTree Partners can help you realize your search and recruitment goals, contact Managing Director Brad Newpoff at +1 (312) 794-7808, brad@beechtreepartners.com or internationally, Rob Lazzaro, Senior Vice President at +44 (0) 7527 268 147, rlazzaro@beechtreepartners.com or visit www.beechtreepartners.com.



**“BeechTree delivers solutions that serve as
springboards to organizational success.”**



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