The Premier Source for CIO and Executive Technology Talent

Boston New York Chicago Detroit
Heller Search is a retained executive search firm with an industry reputation for identifying and recruiting superior technology leaders, including CIOs, CISOs, CDOs, and CTOs, as well as executives at the VP and director level across the IT organization.

While our functional focus is very specific — technology leadership — we service clients in all industries. They include Fortune 500 as well as mid-market companies, higher education, non-profits, small businesses, high tech startups, and private equity firms building technology leadership teams at their portfolio companies.
Technology Recruiting at the C, VP, and Director Levels

Executive Roles
- Chief Information Officer (CIO)
- Chief Technology Officer (CTO)
- Chief Information Security Officer (CISO)
- Chief Digital (& Information) Officer (CDIO)
- Chief Architect
- VP of Engineering
- VP of Data and Analytics
- VP Application Development
- VP Enterprise Architecture
- VP IT Strategy
- VP Infrastructure and Operations
- VP of Digital Technologies
- Business Relationship Management (BRM)

Director-level Roles
- Application Development
- Software Engineering
- Data & Analytics
- Business Intelligence
- Infrastructure & Operations
- Enterprise Architecture
- Digital Strategy
- Security
- Networks
- Mobility
- E-Commerce
- Product
Industries We Serve

While our functional focus is very specific —technology leadership — we serve clients in every industry.

Aerospace and Defense
Architecture, Engineering and Construction (AEC)
Automotive
Banking
Biotech
Business Services & Consulting

Chemicals
Computer Software / SaaS
Consumer Packaged Goods (CPG)
Education
Energy and Utilities
Environmental Services

Financial Services
Food & Beverage
Healthcare
Hospitality and Gaming
Industrial Manufacturing
Insurance
Media and Entertainment

Metals and Mining
Non-profit
Pharmaceuticals
Real Estate
Retail
Transportation
Select Clients
Meet Our Team

MARTHA HELLER  
CEO

KELLY DOYLE  
MANAGING DIRECTOR

CHARLEY BETZIG  
MANAGING DIRECTOR

CAROL LYNN THISTLE  
MANAGING DIRECTOR

BRITTANY JEEVES  
SENIOR PRINCIPAL

JASON HENNINGER  
SENIOR PRINCIPAL

PAMELA KURKO  
PRINCIPAL

KERRI WESTBERG  
PRINCIPAL

MEREDITH TORRISI  
PRINCIPAL

TIMOTHY HOBSON  
PRINCIPAL

DEBROAH CROTHERS  
RESEARCH SPECIALIST

GIANNA KANE  
SENIOR ASSOCIATE

MEAGAN McEACHERN  
ASSOCIATE

BRITTANY KNIGHT  
ASSOCIATE

BETH MARTINS  
ASSOCIATE

DEBRA JEROME  
COO

LAUREN O’CONNOR  
HR & OPERATIONS MANAGER

KELLY SUTHERLAND  
ASSISTANT TO THE CEO
ABOUT MARTHA HELLER

CEO

Martha Heller is the CEO of Heller Search Associates, an executive search firm she founded in 2010. Previously, Martha led the IT Leadership practice at ZRG Partners, a global executive search firm. Over the course of her career, she has recruited hundreds of CIOs, CTOs, architects and other senior technology positions, and become a trusted advisor to executives around the country.

Martha is a widely followed voice on the role of the CIO, digital leadership, and the technology talent market. She has been a CIO.com contributor since 1999, and was founder of the CIO Executive Council, a professional organization for CIOs. She is quoted regularly in leading publications, including The Wall Street Journal and Harvard Business Review, and has written two highly influential books on technology leadership: The CIO Paradox, and Be the Business: CIOs in the New Era of IT. Her e-newsletter, The Heller Report, has become a must-read for thousands of business technology professionals each week.

Martha is a sought-after speaker who has delivered keynote addresses at top tier industry, academic, and technology events.

Martha received a BA in English from Hamilton College and an MA in English from SUNY Stony Brook.
Access to Technology Executive Talent

Our media and event activities keep us engaged with successful, employed technology executives in addition to active job seekers.

**IT EXECUTIVE ORGANIZATIONS**
Thousands of contacts through the CIO Executive Council, SIM and other orgs.

**PUBLIC SPEAKING**
Martha Heller is a widely followed public speaker on the CIO profession and tech leadership, appearing before thousands of technology leaders every year.

**CIO.COM**
1.8 million unique visits monthly.

**THE HELLER REPORT WEEKLY E-NEWSLETTER**
Continuous dialogue with the IT talent market.

**SOCIAL MEDIA**
20,000 followers and growing.

**TALENT DATABASE**
20,000 updated records.

**BLOGS**
270,000 readers.
Thanks for The Heller Report. It keeps me in the know.

Fortune 50 CIO
Committed to Diversity in the Workplace

51 percent of our search assignments have resulted in a diversity hire.

Diversity placements since January 1, 2019
Our Search Process

I. PLANNING

- Kick Off
- Position Description finalized
- Recruiting begins
- Round 1 interviews begin
- Search strategy refinement
- Talent market trends and feedback
- Iteration & optimization
- Weekly search reports
- Bi-weekly client meetings

II. AGILE RECRUITING

- Benchmark candidates presented
- Round 2 interviews begin
- Interview feedback review and analysis
- Compensation detail validation

III. OFFER

- Top choice candidate(s) identified
- Signed offer
- Verbal acceptance
- Check references
- Negotiate offer
- Finalize start date

ACTIVITIES

- Role definition consultation
- Search strategy development
- Heller Search talent network
- Target company research
- Promotion in The Heller Report

CONTINUOUS CANDIDATE RECRUITMENT, DEVELOPMENT AND PRESENTATION
Clients can log-in to our secure search portal
Heller Search Differentiators

LARGER FIRMS

- Typically assign most of their searches to junior associates; managing directors have very little involvement in the search.
- Focus their top recruiting efforts on the CEO and board of director searches they are involved in.
- Lengthy “hands-off” lists can severely limit their access to the talent pool for your search. And, candidates they have submitted for roles at other clients are also off-limits.
- Rely on their databases to identify candidates, which are filled with job seekers actively on the market, and who have sent their resumes to every recruiter, including Heller Search.
- Include administration charges as high as 10%, in addition to their fee.

HELLER SEARCH ASSOCIATES

- Senior members of our team are actively involved in all executive searches from start to completion.
- Our niche is specifically in technology leadership roles. Your search is our top priority.
- As a boutique firm, we have a smaller number of clients with little impact on our access to a broad talent pool.
- We target highly qualified professionals currently employed at relevant organizations - passive candidates - in addition to active job seekers. Our media engagement with the tech community means our networks are fresh.
- Heller Search does not add administrative fees.
On a 5-star scale, all our client satisfaction scores are 4.8 or higher.

- Collaboration and communications: 4.9
- Candidate quality: 4.8
- Understanding of client needs: 4.8
- Technology expertise: 4.8
- Project pace: 4.8
- Written candidate assessments: 4.8
- Likelihood to re-engage Heller Search: 4.8
- Overall satisfaction: 4.8
Our NPS Score is: 97.6
Visit us online
hellersearch.com