



The Premier Source for CIO and Executive Technology Talent

Boston

New York

Chicago

Detroit

# About Heller Search

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.

Serving all industries



# 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



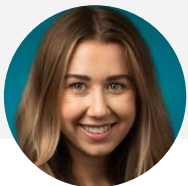
**DEBROAH CROTHERS**  
RESEARCH SPECIALIST



**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

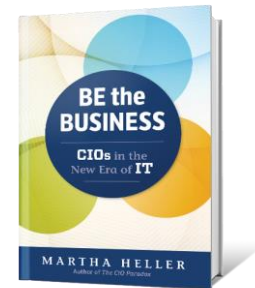
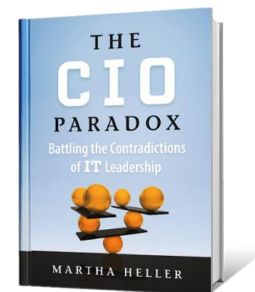
### CEO

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.



## SOCIAL MEDIA

20,000 followers and growing.



## 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.



## TALENT DATABASE

20,000 updated records.

## BLOGS

270,000 readers.



20,000 tech  
Exec  
subscribers

No other  
search firm  
has anything  
like it.

Keeps us  
connected  
to the talent  
market.

## THE HellerReport

### INSIDE THIS ISSUE

1. How QVC is Closing the IT-Business Chasm
2. The Future Belongs to the Curious
3. In Search Of: CISO for a global manufacturer, Midwest U.S.

#### 1. How QVC is Closing the IT-Business Chasm



Todd Sprinkle, CIO of QVC, uses his own blend of business and technology career experience to ensure that IT and product are in lockstep.

[Read this article](#)

#### 2. The Future Belongs to the Curious



Now that they have a seat at the table, Greg Meyers, CIO of Motorola Solutions, urges his CIO peers to always be asking 'why'.

[Read this article](#)

#### 3. In Search Of: CISO for a global manufacturer, Midwest U.S.



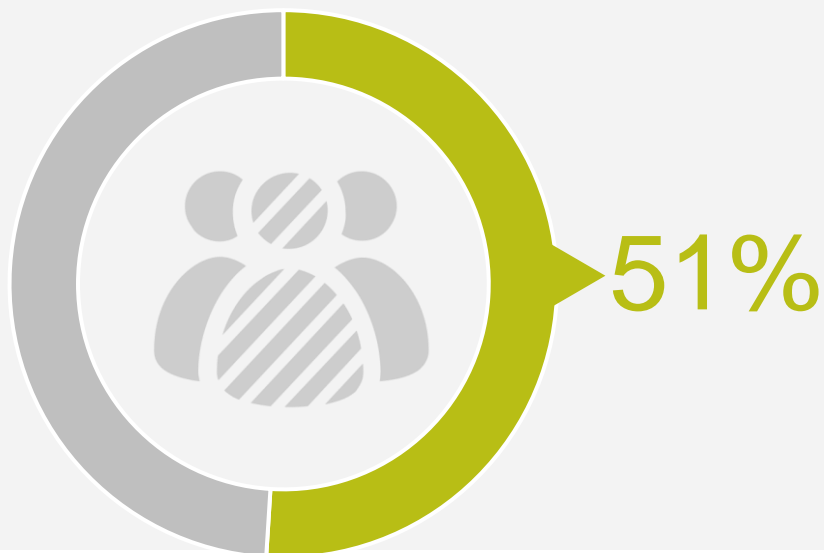
Heller Search has been retained to recruit a Chief Information Security Officer for a global manufacturer headquartered in the Midwest U.S. Five or more years of experience as an information security leader, and superior board level communications and influence skills are required for this position.

[Contact us for details](#)

# 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



# Clients can log-in to our secure search portal

**Heller** Search Associates Projects

**XYZ Company**

XYZ Company / CIO

Current Candidates

[Export Report](#)

Rank	Name / Company	Status
1	<b>Vijay A.</b> CIO at _____ <a href="#">Show details</a>	Interviewing
2	<b>Stephen B.</b> CIO at _____ <a href="#">Show details</a>	Interviewing
3	<b>Kris R.</b> CTO at _____ <a href="#">Show details</a>	Interviewing
4	<b>Kimberly I.</b> VP of IT at _____ <a href="#">Show details</a>	
5	<b>Anthony D.</b> IT Director at _____ <a href="#">Show details</a>	Pursuing
6	<b>Arlene S.</b> CIO at _____	Pursuing

**Candidate status**

Click for notes and next steps, or to see the full resume.

# 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.



**WHO DOES THE WORK?**



**HOW IMPORTANT IS YOUR SEARCH TO THIS FIRM?**



**WHAT ARE THE LIMITS ON THE TALENT POOL?**



**HOW DO WE FIND CANDIDATES?**



**ARE THERE HIDDEN FEES?**

## 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.



# Client Satisfaction

On a 5-star scale, all our client satisfaction scores are 4.8 or higher



4.9

Collaboration and communications



4.8

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

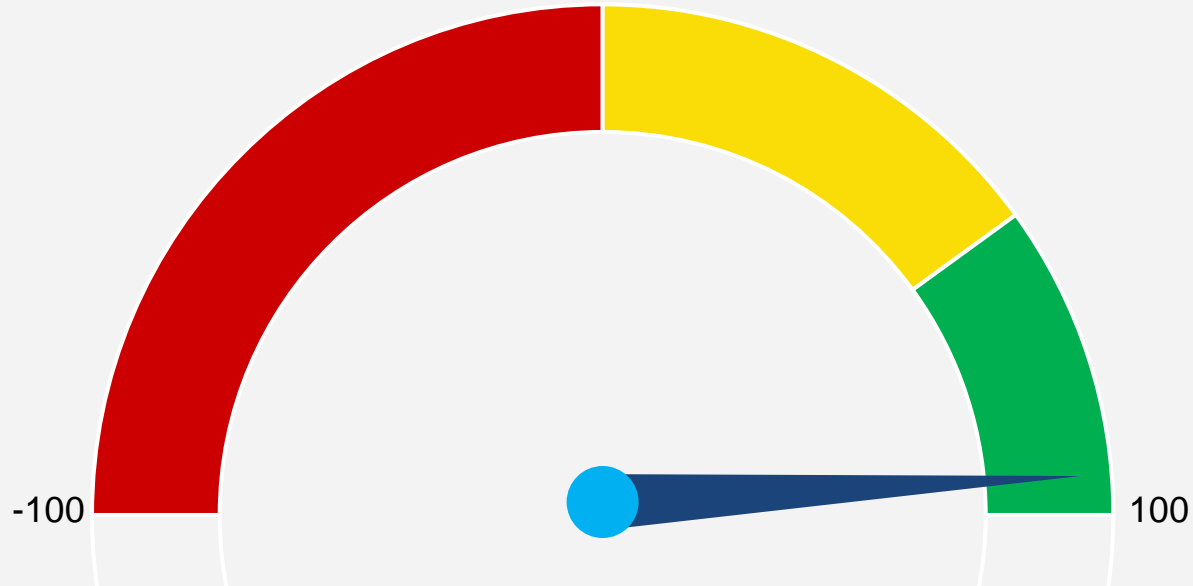


4.8

Overall satisfaction

# Net Promoter Score

Our NPS Score is: 97.6



# Learn more

Visit us online

[hellersearch.com](http://hellersearch.com)

