The Premier Source for CIO and Executive Technology Talent
Technology Recruiting at the C, VP, and Director Levels

Executive Roles

- Chief Information Officer (CIO)
- Interim CIO
- Chief Technology Officer (CTO)
- Chief Information Security Officer (CISO)
- Chief Digital Officer
- Chief Architect
- 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
- Data & Analytics
- Business Intelligence
- Software Engineering
- 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
- 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
Martha Heller is the CEO of Heller Search. Prior to launching the company in 2010, Martha spent five years as Managing Director of the IT Leadership Practice at ZRG Partners, a global executive search firm.

Martha has recruited hundreds of CIOs, CTOs, CISOs, enterprise architects, and every other imaginable senior technology role. She has earned trusted advisor status with technology and talent acquisition leaders at top companies around the country.

Martha is a leading industry voice on the evolution of the CIO role, and has written two books on the subject: *The CIO Paradox*, and *Be the Business: CIOs in the New Era of IT*. She has been a weekly contributor to CIO.com since 1999, and was the founder of IDG’s CIO Executive Council.

Martha speaks regularly to industry groups on the trends and challenges in technology leadership, and Target Research recently named Martha a top influencer of U.S. CIOs.
Leadership Team

MANAGING DIRECTOR
CAROL LYNN THISTLE
EXECUTIVE DIRECTOR
STEVE ROVNIK
RECRUITING PARTNER
PAMELA KURKO
RECRUITING PARTNER
BRITTANY JEEVES
ASSOCIATE RECRUITER
MEAGAN McEACHERN
OPERATIONS MANAGER
LAUREN O’CONNOR
MANAGING DIRECTOR
CHARLEY BETZIG
MANAGING DIRECTOR
KELLY DOYLE
MANAGING DIRECTOR
NATALIE INGRAM
MANAGING DIRECTOR
LAUREN O’CONNOR
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 IT 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
Our results prove it. Since 2019, **55 percent** of our search assignments have resulted in a diversity hire.

**Diversity Placements 2019 To-Date**

- **Total 55%**
  - gender, race, and/or ethnicity
Our Search Process

I. PLANNING

- Kick Off: Position Description finalized
- Recruiting begins: Benchmark candidates presented
- Round 1 interviews begin
- Round 2 interviews begin
- Top choice candidate(s) identified

II. AGILE RECRUITING

- Position Description finalized: Search strategy refinement
- Talent market trends and feedback
- Compensation detail validation
- Talent market trends
- Iteration & optimization

III. OFFER

- Verbal acceptance
- Signed offer

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

- Weekly search reports
- Interview feedback review and analysis
- Search strategy refinement
Clients can log-in to our secure search portal

<table>
<thead>
<tr>
<th>Rank</th>
<th>Name</th>
<th>Position</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Vijay A.</td>
<td>CIO</td>
<td>Interviewing</td>
</tr>
<tr>
<td>2</td>
<td>Stephen B.</td>
<td>CIO</td>
<td>Interviewing</td>
</tr>
<tr>
<td>3</td>
<td>Kris R.</td>
<td>CIO</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Kimberly J</td>
<td>VP IT</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Anthony D.</td>
<td>IT Director</td>
<td>Pursuing</td>
</tr>
<tr>
<td>6</td>
<td>Arlene S.</td>
<td>CIO</td>
<td></td>
</tr>
</tbody>
</table>

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.

**HELLER SEARCH ASSOCIATES**

- Managing Directors are actively involved in all executive searches from start to completion.
- Our niche is specifically in IT 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 IT community means our networks are fresh.
- Heller Search does not add administrative fees.
Learn more

Visit us online
hellersearch.com

watch

CONTACT
Steve Rovniak, Executive Director
steve@hellersearch.com
508-366-7005 x504