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 Engineering

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

- 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)
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
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 IT 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 IT 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.
Our Team

STEVE ROVNIK
EXECUTIVE DIRECTOR

CAROL LYNN THISTLE
MANAGING DIRECTOR

KELLY DOYLE
MANAGING DIRECTOR

CHARLEY BETZIG
MANAGING DIRECTOR

NATALIE INGRAM
MANAGING DIRECTOR

PAMELA KURKO
RECRUITING PARTNER

BRITTANY JEEVES
RECRUITING PARTNER

KERRI WESTBERG
RECRUITING PARTNER

MEAGAN McEACHERN
ASSOCIATE RECRUITER

GIANNA KANE
ASSOCIATE RECRUITER

LAUREN O’CONNOR
OPERATIONS MANAGER
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
Committed to Diversity in the Workplace

Our results prove it. Since 2019, 52 percent of our search assignments have resulted in a diversity hire.

Diversity Placements Since January 1, 2019

Total 52%

gender, race, and/or ethnicity
**Our Search Process**

### I. PLANNING
- Position Description finalized
- Benchmark candidates presented

### II. AGILE RECRUITING
- Round 1 interviews begin
- Round 2 interviews begin
- Top choice candidate(s) identified

### III. OFFER
- Verbal acceptance
- Signed offer

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

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**CONTINUOUS CANDIDATE RECRUITMENT, DEVELOPMENT AND PRESENTATION**

**WEEKS**
- Kick Off
- Recruiting begins
- Round 1 interviews begin
- Round 2 interviews begin
- Top choice candidate(s) identified
- Verbal acceptance
- Signed offer

**ACTIVITIES**
- Weekly search reports
- Search strategy refinement
- Bi-weekly client meetings
- Iteration & optimization
- Interview feedback review and analysis
- Talent market trends and feedback
- Compensation detail validation

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**Position Description finalized**

1. Kick Off
2. Recruiting begins
3. Round 1 interviews begin
4. Round 2 interviews begin
5. Top choice candidate(s) identified
6. Verbal acceptance
7. Signed offer

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**RECRUITING BEGINS**

**ACTIVITIES**
- Weekly search reports
- Search strategy refinement
- Bi-weekly client meetings
- Iteration & optimization
- Compensation detail validation

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**Interview feedback**

**Iteration & optimization**

**Talent market trends**

**Compensation detail validation**

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**ACTIVITIES**
- Check references
- Negotiate offer
- Finalize start date
Clients can log-in to our secure search portal.

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

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.