

**BRIDGE PARTNERS
PARTNER**

www.bridgepartnersllc.com

About Us

Founded in 2003 and led by a diverse team of women and leaders of color, Bridge Partners is a retained executive search firm with an unrivaled track record of guiding and implementing an inclusive search process, centering both our work and our own culture in equity.

Today, with offices in New York City, Boston, Chicago, Philadelphia, and Washington DC, our clients include major corporations, nonprofits, public sector and social impact organizations across the United States and around the world. What they have in common is a desire to harness the proven market, talent and performance advantages of a diverse leadership group that reflects the world we live in and the constituents they serve.

When asked what differentiates us, the answer is simple:

For two decades our clients have trusted us with their senior leadership assignments because of our consistent delivery of superior results. Our reputation for, and commitment to, equity and inclusion comes from years of hard work; we are a minority-owned business with a team and network that reflect that commitment.

Bridging Intention and Inclusion.

For 20 years, we have approached executive search with the knowledge that diverse leadership talent is out there, and intentionality is the key.

Our transparent and inclusive process successfully uncovers the best talent, period. The proof is in our results.

Diversity-Equity-Inclusion

Diversity, equity and inclusion is not an "initiative" for us. It is what we do.

We have grown our business, since the outset, based on the knowledge that a diverse leadership team is critical - not just to reflect an employee base, clients, customers and communities served - but to spark innovation and progressive decision-making.

As a minority-owned business, diversity, equity and inclusion are embedded in every aspect of our practice. Our own diverse team of search professionals brings extensive credentials in leadership and senior-level recruitment. Speaking multiple languages, with experience living on three continents, and having led search assignments in more than 15 countries, we possess the networks and - crucially - the hard-won credibility to successfully lead truly inclusive searches.

Current Locations:

- New York City, NY (head office)
- Boston, MA
- Chicago, IL
- Philadelphia, PA
- Washington, DC

We are open to adding Partners who will be based in any of our current locations, or other major metropolitan areas across the United States.

Team:

Our diverse firm currently consists of seven Partners, plus search support, research, and administrative team members.

Bridge Partners is laser-focused on high-quality execution and teamwork. We assign two Partners to every search, and each is committed to collaborating on the entire search process - from client briefing, to developing candidates, to successful completion.

Our partners are passionate about diversity, equity, and inclusion. Helping organizations and boards to become more diverse and build an inclusive culture is the mission of our team.

Clients:

Our Partners conduct national and international leadership searches across many industries and functions.

What our clients have in common is a desire to adapt to a changing global market and diversify their leadership teams in order to reflect their employee base as well as the communities and constituents they serve.

A robust list of our clients, as well as recent placements and current searches, can be found on our website.

Responsibilities:

Our Partners actively engage in all aspects of search practice from seeking new clients to cultivating candidates, counseling hiring managers, and providing thought leadership to the market. In addition to being a good firm citizen and collaborative team member, a Partner is expected to contribute to:

Business Development

- Develop and secure new partnerships and revenue opportunities.
- Appropriately leverage existing Bridge Partners relationships, maintain regular contact with core clients, previous clients, placed candidates, and prospective clients.

Account Management & Client Relationships

- Ensure client expectations are exceeded and searches are performed according to Bridge Partners' inclusive methodology and standards.
- Build deep and trusting relationships with both clients and candidates.
- Identify opportunities for improvement, working together with the Bridge Partners team.

Search Execution

- Spearhead inclusive, high-touch, high-quality execution from stakeholder briefings, to candidate development and assessment, to offer acceptance and onboarding.

Practice Development–Marketing/Brand Building

- Participate in value-add industry and association events.
- Develop content for Bridge Partners materials/social media/publications.
- Think creatively to anticipate client needs in order to ensure an elevated level of business development activities within target markets and sectors.

Candidate Attributes:

- Passion for diversity-equity-inclusion and inclusive talent solutions.
- Successful track record of - and reputation for - effective, high-quality search delivery and sustained business development.
- 10+ years of experience as a retained search professional building relationships with CEO's and other C-Level executives.
- Demonstrated ability to quickly understand various business models, the competitive landscape, and objectively assess talent.
- Team-player and collaborator.
- Initiative, energy, intelligence, creativity, and desire for building a business.

Compensation:

- Base salary/draw + quarterly paid commissions.
- Benefits include Health and Dental, 401k and a Profit Sharing Plan.

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If you are interested in learning more about our team, please contact:

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