

EXECUTIVE SEARCH FOR TECHNOLOGY COMPANIES

# Find the Right Leaders. Faster. Smarter.

Retained search rigor with outcome-aligned fees. We place C-suite executives, board directors, and senior technical leaders at technology companies navigating their most critical inflection points.

## What We Do

### 01 Executive & Board Search

CEO, CTO, CFO, COO, and independent Board members placed with retained rigor and full confidentiality.

### 02 Technical Leadership

Senior engineers, architects, and technical directors across complex and regulated technology domains.

### 03 Full Team Build-Outs

Org design, sequenced hiring, and parallel execution across engineering, product, and operations.

### 04 Equity-Aligned Partnerships

Hybrid fee structures tied to long-term value creation for select early-stage engagements.

## How We Work

### 01 Discover & Map

Deep intake, full market mapping, and candidate identification

Week 1

### 02 Target & Engage

Confidential outreach to passive, high-impact talent

Weeks 2-3

### 03 Assess & Shortlist

Multi-dimensional eval, tight shortlist delivered close-ready

Weeks 3-5

### 04 Close & Deliver

Offer strategy, negotiation, and support. Pay on placement only

Weeks 5-7

## Why Leading Edge

#### ● Outcome-Aligned Fees

No upfront retainer. Fees earned only upon successful placement.

#### ● Deep Market Intelligence

Full market mapping across active, passive, and hidden talent pools.

#### ● Two Decades of Experience

20+ years placing leaders through every stage of tech company growth.

#### ● Senior-Led Execution

Every search led directly by senior leadership. No junior handoffs.

#### ● 24-Month Guarantee

Placement doesn't work? We reopen the search at no additional cost.

#### ● Confidential by Default

Discretion isn't a feature — it's how we operate on every engagement.