

carterbaldwin
EXECUTIVE SEARCH

Expanding Our Executive Search Practice

Execute great search today. Grow into business development tomorrow. Help build what comes next for a firm on its next curve of growth.

Who We Are

For more than 25 years, CarterBaldwin has partnered with organizations that are serious about mission and performance to build exceptional leadership teams. We place CEOs and their leadership teams across corporate, private equity, nonprofit, and academic sectors. We are ranked among the Top 40 executive search firms in the U.S. by revenue and recognized by *Forbes* as one of America's Best Executive Search Firms.

OUR PURPOSE

Elevating and redefining executive search, where every engagement creates **confident, committed clients** and **well-guided, distinctly cared-for candidates.**

OUR PASSION

Building an **Infinite Company** together.

Different. Better. Special.

01

Expert, Consultative Client Managers

We build trusted partnerships and give clients confidence at every step.

02

Unique Core Values

Positive people. Time is precious. Serious about results. 100% trust. Energized by learning.

03

Search Done Better™

A research and recruiting process engineered to reach undeniable fit.



The Opportunity

We are growing, and we are looking for a team member who will own search execution now and wants to build toward a business development role. You will learn our business from the inside: the clients, the markets, and the craft of Search Done Better™. Along the way you will build the relationships and reputation that grow into a book of business.

What You'll Do

- Own searches end to end with a partner, researcher, and project manager.
- Know each client deeply: their mission, culture, and what the role is meant to change.
- Bring passive candidates to the table with a compelling story and high-velocity outreach.
- Assess candidates with rigor and evidence, and give every one of them a distinctly cared-for experience.
- Equip clients to decide with sharp profiles, candidate summaries, and updates.

Where It **Leads**

- Sit alongside partners in client meetings, pitches, and kickoffs.
- Turn great outcomes into repeat and referred clients. Many of our new clients were once candidates we treated well.
- Build your market presence and executive network.
- Grow into a business development role as you prove it out.



Who You Are

- **A proven performer.** 3 to 7+ years in executive search with full-cycle ownership, or in sales exceeding quota and building executive relationships.
- **Hungry to grow.** You want to win and keep clients, and you see execution excellence as the foundation for business development.
- **At ease with executives.** Confident and humble, in person and on the phone.
- **Curious and rigorous.** You ask thoughtful questions, dig deep, and back judgment with evidence.
- **Built for pace.** You drive priorities and milestones in a high-activity environment without losing the details.
- **A clear, persuasive communicator** who is tech-savvy and eager to use AI to go deeper.
- **Values-aligned.** Team-first, service-driven, and energized by learning.

Undergraduate degree required. An advanced degree is a plus.











Hard work. Great people.
A firm built to last.

If you want to do search better and help build what comes next,
we would love to talk.

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