

# CASE STUDY

## Professional & Consulting Services

StevenDouglas has become the expert recruiting advisor to a niche, global PE-backed Professional Services firm that serves the Top 150 of Fortune 500 companies.

We recruited cross-discipline Executive and specialized consultant placements for both the professional services firm, as well as a key ESG firm they acquired.

StevenDouglas' had a prior relationship with the ESG consulting firm placing C-Suite leaders and senior roles for a services build-out that supported the later acquisition by the global Professional Services firm.

### Partnership

StevenDouglas worked closely as an expert hiring advisor through a high-growth phase of the boutique ESG firm, successfully placing both leadership and specialist roles that ultimately gave the ESG firm additional visibility, making them an attractive acquisition target. StevenDouglas was also later utilized by the global Professional Services firm who made the acquisition and then used StevenDouglas for similar, specialized placements of highly sought-after senior Consultant roles, including Head of, VP and Director placements, becoming an integral hiring partner to both firms.

**CHALLENGE:** The initial challenge with the boutique ESG firm was positioning them to scale effectively during a high-growth phase, providing them with market insights and hiring trends needed to find qualified candidates. The ESG firm had no dedicated internal recruiting or HR department and needed a firm to provide expert guidance to get them through the process. StevenDouglas was able to develop and execute an external hiring go-to market strategy that built out their entire organizational chart, as well as normalizing market hiring standards and best practices to attract premier talent.

Once the boutique ESG Consulting firm was acquired by the global Professional Services firm, StevenDouglas was able to step-in again to support transitional needs in a niche PE-backed scenario with complex compensation structures and advised on top-grading the organization with high-impact results for both firms.

**SOLUTION:** StevenDouglas used their professional services recruiting experts to go above and beyond to support small-to-mid size high-growth companies with hiring tools and resources that did not exist internally, ultimately providing the knowledge and support that helped acquire the top talent these consulting firms needed to grow and function in a global marketplace.

By bringing the framework and industry expertise to understand the candidate market and the specific talent skills they needed to grow their organizations, StevenDouglas was able to guide and support both firms, in very different positions, to grow their market share as well as fill hiring gaps that created successful outcomes for both consulting firms involved.

### Successful Outcomes

Since 2022, StevenDouglas has placed over 10 critical roles within both ESG Consulting firms, including Executive, Director, VP and specialist placements across multiple divisions.

StevenDouglas has continued to grow their relationship with the ESG Consulting firms by supporting growth and efficiency at both companies and making key placements in Corporate Governance, Executive Compensation, Proxy Advisor and filling additional senior consulting roles to help build-out their business.

#### ESG Executive Professional Services & Consulting Firm Placements

- ✓ Completed 10 Executive Searches including VP, Head of & Senior level placements
- ✓ Relevant ESG Searches: Director of Corporate Governance & Executive Compensation Consulting & Head of US Corporate Governance
- ✓ Multiple Consulting roles placed in both organizations, including: Chief Development Officer, VP, Managing Director of Consulting & Director, Consulting

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