



CMS Superintendent Proposal

Find the Right People. Right Now.

Prepared For:



3.1

Provide Introduction



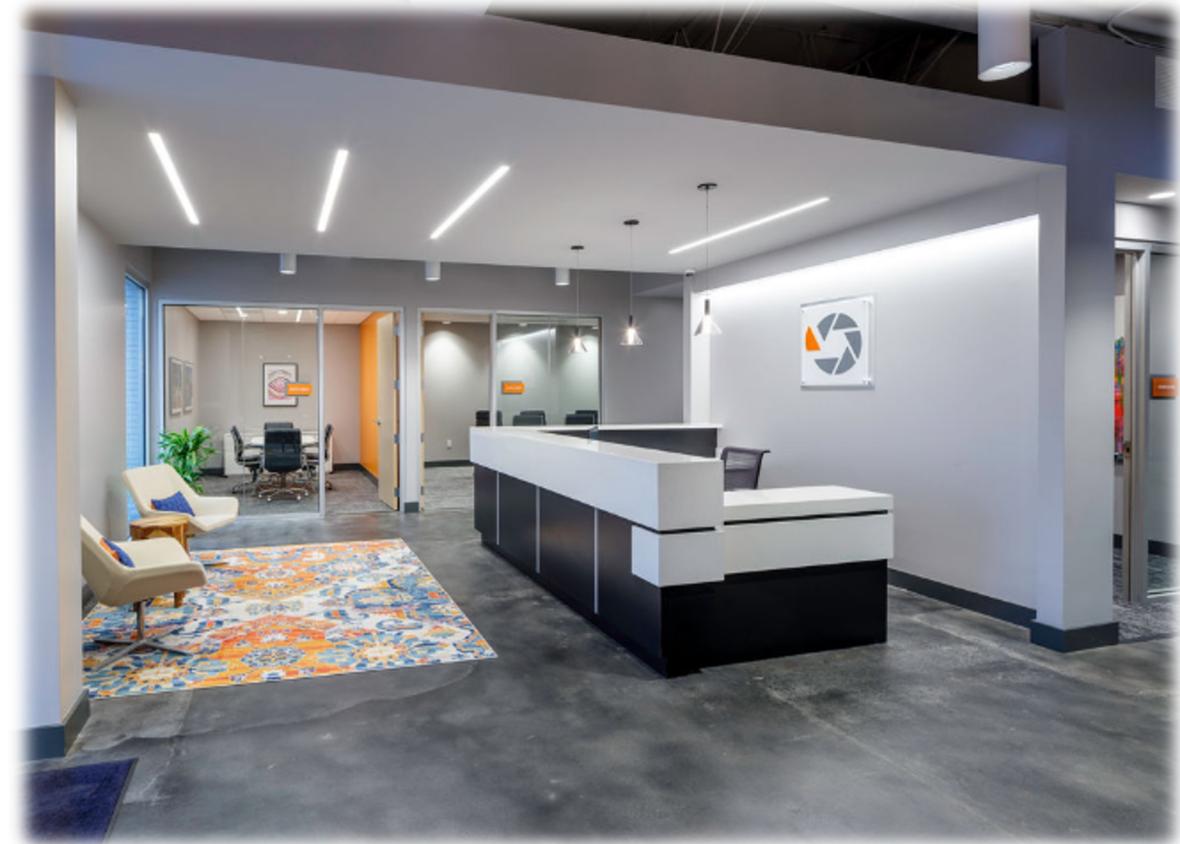
About Search Solution Group

Our firm launched in 2002 with our President, Jeremy Gnozzo, sitting at a table with a rotary phone and a dream. Since our humble beginnings, Search Solution has developed into a full-service recruiting, staffing, and executive search firm, forging the connection between organizations and uniquely qualified candidates.



Our Headquarters

501 Minuet Lane, Charlotte, NC 28217



Our Divisions

Direct Hire, Executive Search & Staffing

Search Solution Group - Direct Hire

- Our Direct Hire Division consists of industry experts with an unmatched ability to consult with clients and source both active and passive mid-management candidates. Over the past 20 years, we've built an extensive network of talent and can quickly source the best candidate to fit your unique business needs.

Search Solution Group – Executive Search

- Our Executive Search Division has worked with the most prestigious companies in the world to locate top-level executive talent. This division focuses specifically on Director, VP, and C-Suite level retained searches. Our firm has developed a network of the nation's most talented executives and has become the search solution of choice for many Fortune 1000 companies.

Search Solution Group - Staffing

- Our Staffing Division is a full-service agency with a national footprint focused on the temporary, contract, and contract-to-hire market. Our expert account managers quickly learn about your business model, position requirements, and company culture, to supply you with a shortlist of only the best candidates through our rigorous vetting process.



search solution group

DIRECT HIRE | EXECUTIVE SEARCH | STAFFING

Why we would be a good partner?

We are headquartered in Charlotte and experienced in Executive Search and leadership placements, and we have in-house resources and ability to effectively recruit qualified candidates for the role.

In addition to our locality of being based in Charlotte and personal positive experiencing raising families in Charlotte, we will highlight CMS as follows: Charlotte-Mecklenburg Schools educates more than 141,000 students in 181 schools working with more than 18,000 staff members. CMS is proud of its diverse mix of students who represent 184 countries and speak 204 languages and dialects. Our student population is primarily 35.9% Black, 29.6% Hispanic or Latino, 24% white, and 7% Asian.



Our Headquarters

501 Minuet Lane, Charlotte, NC 28217

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Approach For This Project



OUR COMPREHENSIVE, 4 STEP PROCESS WILL MEET EVERY ONE OF YOUR EXPECTATIONS

Search Methodology

1

Schedule Meeting

Every great hire starts with a decision to take action.

2

Personalize Your Hiring Plan

Meet your account manager for an in-depth consultation to outline goals, define expectations, and answer any questions you may have.

3

Receive Pre-Vetted Resumes

Our team takes it from here, leveraging 20 years of headhunting and recruiting experience to find the best talent for your business.

4

Hire With Confidence

Hire a qualified candidate that you can be completely confident in.

3.3

Background & Qualifications





Relevant Search Experience

Historical Placements for Education Clients

- Benefits Specialist | Tulane University
- Director of Compensation & Classification | Auburn University
- Benefits Admin | Queens University
- Compensation Consultant | Tulane University
- Manager of Compensation | The University of Kansas Health System
- Compensation Manager | Penn State University
- Administrative Assistant | Wake Forest University
- Public Information Manager (Confidential) | Mecklenburg County Sheriffs Office
- Contract Senior Procurement Office (Technology) | City of Charlotte
- Contract Procurement Officer (Services or Technology) | City of Charlotte
- Contract Technical Project Manager | City of Charlotte
- Contract – Data Analyst – Record Management | City of Charlotte
- Contract – Procurement Officer | City of Charlotte

Similar Partnerships



PennState

QUEENS
UNIVERSITY
of
CHARLOTTE



RECENT

Awards



Best & Brightest Charlotte

2021, 2022



Forbes Best Recruiting Firms

2022 List



The Fastest Growing Private Companies – Inc. 5000

2015-2020

Diversity & Inclusion

Our Commitment to Diversity & Inclusion

Our Commitment:

- The Search Solution Group team is committed to recruiting a diverse and inclusive pool of candidates for our clients. Our commitment to diversity starts with our team, which is over 1/3 diverse based on multiple attributes

Nationally Recognized:

- In 2021, Hunt Scanlon recognized Search Solution Group in its annual roundup of the 65 most prominent executive search firms specializing in human resources and diversity, equity & inclusion.

We Work With Our Clients to Eliminate Cultural & Gender Biases:

- Recently we added a focus to confirming our job descriptions are inclusive and foster a diverse candidate pool. Our team works with our clients to only include the critical elements that are required in a role and removes unnecessary degrees or qualifications. Did you know that nearly 100% of women are less likely to apply for a role when they do not meet all of the job requirements? While only 60% of men are less likely to apply for roles, they do not meet the qualifications.
- Our expertly trained team is well versed in working with you to make sure the job description does not include any unwanted barriers – hidden or in plain sight.

Proven & Consistent Interview Process To Eliminate Bias:

- Our interview process has also been examined to ensure its consistency among all candidates and throughout the entire interview process. Our practices stay consistent, and all candidates are treated the same throughout the interview process.

Search Solution Group affirms that all candidates will be referred in accordance with their individual job-related qualifications, without regard to race, religion, sex, age, national origin, disability or any other protected status.

Contact Information – Meet Your **Dedicated** Recruiting Team



Jeremy Gnozzo

CEO & Founder

20+ Years of Executive Search Experience

 [LinkedIn](#)



Ashley Goldberg

President & Partner

10+ Years of Executive Search Experience

 [LinkedIn](#)



Dave Holtzman

President & Partner

9+ Years of Executive Search Experience

 [LinkedIn](#)



Mitchell Rockett

Junior Partner

5+ Years of Executive Search Experience

 [LinkedIn](#)



Kelsey Peterson

Executive Recruiter

4+ Years of Executive Search Experience

 [LinkedIn](#)

Fee Structure

Retained Search

Search Solution Group is a company dedicated to the betterment of our community's educational success now and for the foreseeable future. As the largest privately held recruiting firm in the Carolinas, we would like to offer our services for half the stated cost for the CMS Superintendent search. If our fee structure is still requested, we'd be happy to provide that information, however our main goal is to ensure we can provide Mecklenburg County with top quality talent to lead our children to a fruitful future.



Retained Search



1/3 of Fee
Payment Upon Search



1/3 of Fee
Due at Day 30



1/3 of Fee
Due Upon Placement

Cost Associated include the time commitment by individuals listed on page 8

Why Work With Us

Search Solution Provides



97% repeat client rate, nationally



Recognized by LinkedIn as one of the top 10 most engaging brands



91% of all candidates are actively headhunted



On average, for every 3 candidates we present to our clients, at least 1 is placed



99% of placements are completed in the target time frame



Strategic teams that solely focus on specific industries and verticals



100% in-house efforts



92% of candidates placed are still employed 1 year after starting