

Executive Search & Recruiting

We deliver thoughtful, value-oriented solutions for identifying and hiring the best leaders

Finding the right talent to take your organization to the next level is not easy. Fahrenheit's Executive Search & Recruiting team takes the time to develop strong and deep working partnerships with our clients to ensure we understand their strategic issues, cultural nuances, and leadership needs. Then, through competency interviews, leadership questionnaires, cultural assessments, references, and our deep market knowledge, we evaluate and hire the best talent for our clients.

We are consultative, thorough and honest in our approach when partnering with our clients. We employ a hands-on style with a quick turnaround and a unique fee methodology. Specifically, we provide a differentiated experience and better outcome for our clients by:

- Actively engaging our Executive Search Managing Directors in every step of the process. Our MD's are directly involved in identifying, contacting, and assessing all candidates for each assignment.
- Leveraging our team of 60+ seasoned consultants (former CEOs, CFOs, COOs) who partner with us to see around corners, to share their specific industry expertise and contacts, and to assist in evaluating finalist candidates.
- Spending extra time with our clients at the beginning of searches so we can truly get to know their company's culture, history, current state, and opportunities for growth.

Recently Completed Searches:

- **CFO, Hourigan Group** – 325 person commercial construction general contractor
- **Controller, Branch Group** - \$400MM heavy highway construction company
- **CFO & CHRO, Fire & Life Safety America** – national fire protection services provider
- **VP of Marketing, Marpac** - \$20MM provider of noise cancelling products
- **VP of Sales, Montage Video** – start-up video interviewing software
- **CFO, MCV Foundation** – a \$500MM endowment that serves its VCU partners
- **Account Executive (x18), WeddingWire** – digital marketing and SaaS platform
- **CEO, BetterMed Urgent Care** – 10 store provider of urgent care services
- **CFO, ATCS** – national civil engineering and construction services firm
- **Strategic Account Manager, Acuity ELM** – legal management software company
- **Enterprise Account Executive, AvePoint** – Microsoft collaboration software
- **VP of Sales, Dominion Payroll** – Payroll and HR solutions

“The thing I appreciated most about our experience working with the Fahrenheit Group’s Executive Search team was the true partnership we developed. I always knew their team was being honest with me and looking out for my best interests. As a result, we took our time, I didn’t feel pressure to settle on less than the ideal fit, and ultimately we hired an outstanding leader for our COO/CFO role.” – Hutch Mauck, President, Scott Insurance

“We were in very good hands. We understood everything that was going on throughout the duration of the search because the Fahrenheit team communicates everything very well and in an up-to-date manner.”

– Alex Schettine, President, Muster Software

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