



**Role:** Director

**Location:** New York City

**Contact:** [info@aqpsearch.com](mailto:info@aqpsearch.com)

### ***About Us***

Aequitas Partners is a boutique, retained executive search firm with a concentrated focus on the growth stage, healthcare technology and services industry. We help our clients identify, attract and retain leadership teams that enable them to change the healthcare landscape dramatically, delivering superior results for their investors. Because our clients are typically Venture Capital or Private Equity backed, we find ourselves in the unique position of being able to be investors in addition to search partners. The result is a dynamic search practice that benefits immensely from its industry focus, and the alignment we create with our clients.

That's *what* we are, but equally important is *who* we are. We believe that great results for our clients don't have to come at the expense of your personal life, and that work happy hours are awesome, but so is disconnecting and spending quality time with your family and friends – away from your work family. Balance is incredibly important to professional success, and we want to foster an environment that enables people to achieve that. We're hardworking, but we also know how to have fun, and are careful not to take ourselves too seriously. We're young – that is, we're still becoming the company we're going to be – which means you'll have the opportunity to help shape that. If you're passionate about marketing, maybe you lead our web efforts. If you're interested in finance, perhaps you take the lead in managing our portfolio. At the end of the day, our goal is to build a company that is enriching on multiple levels for its employees, while consistently executing on its core mission – top tier executive search.

### ***About You***

You're driven and looking for a job that's more than just a job. You're excited by the prospect of sitting across the table from industry leading executives, and engaging with them at a high level, helping them build their companies. You like a challenge, are creative in the way you solve problems, and take pride in being someone who just gets stuff done. You are resilient – executive search is full of variables, but you know how to control what you can, and let the other stuff roll off. You're interested in being more than just a recruiter, and more than just an employee. You have a life outside of work that involves friends and family, and all manner of personal pursuits – and you want a job that allows you to enjoy them to the fullest. You're entrepreneurial, and understand that a role at Aequitas will provide diverse opportunities for you to explore that spirit, and build something you will be proud of.



## *Responsibilities*

- ❖ Lead multiple searches simultaneously, typically at the C Level (CEO, CTO, CFO, CGO, etc.)
- ❖ Establish and guide research efforts to identify target companies and prospective candidates for the searches you are leading
- ❖ Provide leadership and guidance for Associates, with respect to research strategies, interviewing, process and time management
- ❖ Perform in-depth, 2<sup>nd</sup> and 3<sup>rd</sup> level vetting of prospective candidates
- ❖ Consistently travel to conduct in person interviews of prospective candidates
- ❖ Oversee and assist in the development of high quality deliverables for our clients, that include decks, candidate biographies, quantitative assessments, and research lists
- ❖ Assume a leadership roll on client search calls on a weekly basis, interacting with client CEO's and Board members
- ❖ Present candidates that you have identified and vetted on client calls
- ❖ Travel to industry conferences to interview candidates, expand your network, and identify new opportunities
- ❖ Identify areas within the company that you're passionate about improving, and take the reigns in making it happen!

## *Qualifications*

- ❖ Bachelors Degree required, with 5+ years of professional experience
- ❖ At least 3 years of search and recruitment experience is strongly preferred
- ❖ Experience in a client facing role, i.e. sales, account management, relationship management, etc., will be considered in place of search experience
- ❖ Team leadership, whether formally or informally is critical
- ❖ History of effectively managing client relationships, developing new business within existing accounts as well as winning new labels
- ❖ Strong project management capabilities, with a demonstrated track record in client delivery-focused roles
- ❖ Experience in, or understanding of the healthcare industry is ideal, but not required
- ❖ A consultative approach to the way you recruit, sell, manage, etc.