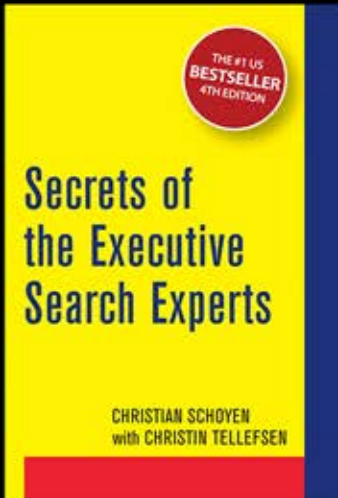


Ranked in 2019 as among the 10 best Recruitment Research firms in the U.S.

EXECUTIVE SEARCH RESEARCH

The #1 Research Company to Executive Search Firms



ESR's work model is outlined in our U.S. bestseller

BEST TALENT

THREE WEEKS

LOW COST

Short-list service for companies conducting the last of the recruitment themselves

We turn “every stone” in the market place with our proactive research driven approach where 95% of our time is spent on the phone to identify and approach the top talent who otherwise would never apply through a job ad. Our method is simple; after we create a detailed profile specification we map all of our client’s competitors, then everyone within these companies that possess the skillset we are seeking. We only focus on the top passive candidates with a strong relevant track record who is not actively job hunting, who has to be individually approached. Due to our proven “best practice” research methodology we always succeed in getting the best possible talent for our clients hard-to-fill positions. After we present the candidates our clients take over the last part of the recruitment process, which includes the face-to-face interview.

WE FIND THE CANDIDATES, YOU DO THE REST

ABOUT ESR

- **ESR** is a global research company, which has provided top talent to 50 leading executive search firms since 1997. ESR has successfully completed over 3,500 hard-to-fill positions of specialist and managers with a 93% hiring ration.
- **ESR** focuses strictly on the top candidates (passive) not looking for a new job, who have to be approached individually.
- **ESR** has 19 Senior Research Consultants. They are divided into domestic and international industry practice groups.



RESEARCH DIRECTORS



Christin Tellefsen

is the Managing Director. She joined ESR in 1998. Prior to ESR Christin worked as a research associate with Korn Ferry International. She is ranked as one of the top 5 female headhunters by a leading business magazine. Christin conducted her undergraduate studies in Psychology

at California Lutheran University and has co-authored several books on recruitment and assessment.

ctellefsen@esr.global



Christian Schoyen

is a 2nd generation headhunter/ research expert and the Founder/CEO of ESR. Before launching ESR in 1997 he worked as a research associate for two of the world’s leading headhunting organizations; Ward Howell in Los Angeles and Chicago and A.T. Kearney in Scandinavia. Christian

graduated with a BBA from Pacific Lutheran University in Washington and authored the U.S. bestseller on recruitment; Secrets of the Executive Search Experts.

cschoyen@esr.global

www.ESR.Global

1.800.939.0810