



### COMPANY OVERVIEW

Carmona Strategic Solutions (CSS) is a Professional Services Firm (PSF) and certified Minority Business Enterprise (MBE).

Our services include executive search, executive coaching leadership development, strategy, business development and organizational development.

President/CEO Roberto has been trained in the Harvard Case Study Method, and aids businesses by creating custom, personalized case studies. These studies serve as strategic thinking tools for problem solving, innovation and strategic thinking.

Roberto has over 15 years of successful executive search experience.

### EXECUTIVE SEARCH

CSS utilizes a 6-stage model for its Executive Recruitment Process. Through close collaboration and communication with the client, CSS adapts and personalizes its search model. Importantly, CSS places Diversity & Inclusion at the forefront of the search to ensure that we identify, recruit, and place the best candidates for the client. CSS' search-related tools include PCRecruiter, LinkedIn Premiere, D&B Hoovers, and Indeed. Subject matter experts are also involved in each search.

### PRIMARY INDUSTRY NAICS CODES

- |   |  |
|---|--|
| <b>1</b> <b>561312</b> PRIMARY- Executive Search Services     | <b>5</b> <b>541820</b> - Public Relations Agencies   |
| <b>2</b> <b>541612</b> - Human Resources Consulting Services  | <b>6</b> <b>541611</b> -Administrative Management and General Management Consulting Services |
| <b>3</b> <b>541613</b> - Marketing Consulting Services        | <b>7</b> <b>611430</b> - Professional and Management Development Training                    |
| <b>4</b> <b>541618</b> - Other Management Consulting Services | <b>8</b> <b>813920</b> - Professional Organizations  |



# NATIONAL NETWORK

Carmona Strategic Solutions has a diverse and wide-reaching network in corporate, government, nonprofit, and small business sectors. CSS leverages this diverse network to bring new, high-quality candidates to its clients. In addition, CSS has experience selling public sector leadership opportunities to private sector professionals, widening and strengthening the candidate pool.



## RECRUITMENT EXPERIENCE

### **Chicago Park District 2018**

Senior Project Manager – Data Center Operations  
Applications Development Manager  
Web Design Manager

### **GSG Consultants 2017 - Present**

Multiple searches for Professional Engineers (Civil, Structural, Electrical)  
Risk Manager for the Chicago Housing Authority, in partnership with GSG Consultants  
Marketing Coordinator

### **City Colleges of Chicago 2010 - 2011**

Four Presidents with the City Colleges of Chicago system (Daley, Truman, Wright, Kennedy King)  
Generated a diverse slate of candidates from not only across the country but also globally, through Roberto's contacts with the US Department of Education

## VALUE PROPOSITION

As a boutique firm, CSS focuses on a limited number of engagements at a time to maximize innovation and collaboration with clients.

We serve to make a positive impact on our clients' businesses and drive results at a cost-conscious rate.

CSS is uniquely positioned to provide diverse & inclusive searches. We deliver at highest quality even during times of crisis or organizational change.

## COMPANY PROFILE

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**Set Asides:** certified MBE with

