



Over thirty years of effective diversity recruiting and partnering with clients to find, recruit, hire, and retain the best fit for their organization.

## PIPELINE

JANUARY 2007

*In the course of completing client assignments and networking, Diverse Workplace ([www.diverseworkplace.com](http://www.diverseworkplace.com)) has screened the following diversity candidates, who are currently exploring new opportunities and who asked us to bring their credentials to your attention. If you would like to discuss anyone listed, please contact Frank McCarthy: [fxm@diverseworkplace.com](mailto:fxm@diverseworkplace.com) (508-350-0053)*

STATE GOVERNMENT REGULATOR – Senior level executive with distinguished and successful careers in banking (President & CEO, VP Relationship Manager), manufacturing (Sr. Market Analyst, International Sales & Corporate Finance), corporate governance (Board Member, publicly traded company), and state government (last four years) is interested in looking at opportunities in banking and pharmaceuticals (Regulatory Affairs or Government Relations) or in running a corporate business unit. *Last salary in industry \$400,000; open to relocation.*

MANAGING PARTNER TECHNOLOGY CONSULTING FIRM – Significant expertise and experience with Fortune 250 and technology clients in helping to enhance their market and product effectiveness via the alignment of their business and technology strategic approaches. Focuses on business intelligence frameworks and roadmap based products. Specific industry knowledge in investment banking, media publishing, and telecommunications. Prior to this role he was the Senior Partner and National Practice Leader for a national technology consulting company. Earlier career was in banking (Managing Director Global Research/Securities) and telecommunications. Interested in joining a MA or RI company in a strategic technology role or in technology consulting assignments.

CHIEF FINANCIAL OFFICER – CHIEF OPERATING OFFICER - Executive with extensive management experience in the health care and banking industries. Successful line manager of complex operating units, and an effective chief external representative of the organization. Strong financial, analytic and managerial background. Recognized for strong interpersonal and relationship building skills. Experience includes: Interim CFO of a venture capital funded start-up company, VP for Treasury and Corporate Affairs and CFO of a major health plan; SVP and Senior Loan Officer of a major bank (Directed a \$60 million loan portfolio). Present salary: \$175,000. Interested in MA/RI opportunities.

SALES REPRESENTATIVE – Successful record of sales and sales management experience gained in a variety of product and services sales positions. Outstanding skills in new business development, enhancing relationships with existing clients and forging relationships with new clients. She received a “Distinguished Leadership Award” as a Regional Sales Manager. Fluent in Portuguese and conversational in Spanish. *Base salary of \$70,000 plus incentives. Wants to stay in MA.*

DIRECTOR OF CLINICAL SERVICES – Managed administrative activities for eight clinics throughout MA where he controlled a multimillion-dollar operating budget and the revenue for all sites; provided leadership to 72 employees. Accomplished in leading high-performing multidisciplinary teams to meet key performance business indicators. Adept in identifying the strengths and weaknesses of organizational structure, workforce and trends. B.S. in

Management Science, two advanced degrees (Organizational Psychology and Management Science. *Salary: \$90,000; will relocate.*

SENIOR ORGANIZATION/HUMAN RESOURCE DEVELOPMENT EXECUTIVE - Experience in diverse business sectors providing focus on both strategic and practical means of building commitment to change, organizational learning, and improvement of business, team, and individual performance. Areas of expertise include project and program management, strategy development, individual/team/organization assessment, leadership team development and effectiveness, healthcare/operations management, talent assessment/executive coaching. Graduate degree in Counseling Psychology. *Salary: \$90,000; will relocate.*

DIVERSITY MANAGEMENT - Proactive diversity and outreach worker with higher education experience. Proven ability to cultivate and expand diversity candidate pools, to design and strengthen diversity initiatives and to enhance organizational diversity. Expert network and relationship building skills. Served as chapter president and is current board member of national non-profit diversity organization.

MANAGER, HUMAN RESOURCES - Outstanding HR Generalist and Manager with experience in Fortune 500 and Fortune 100 companies in the fields of healthcare, pharmaceuticals, technology and insurance. Demonstrated business acumen and business partnering skills. Strength in building and maintaining effective relationships across all departments and with all employees. Has corporate headquarters and plant experience. Fluent in Spanish. Wants to remain in the NJ/NYC area. *Salary: \$115,000 + bonus potential.*

VP HUMAN RESOURCES NORTH AMERICA - Member of the North American Leadership Team with direct responsibility for a US based team of 24 that provides generalist, learning and development and recruiting support to the US business. Indirect responsibility for the full scope HR teams that support Canada, the Caribbean, Mexico and Northern Latin America. Developed the HR Effectiveness Model to increase aligned seamless delivery of HR services to client groups and maintained outstanding service while absorbing a 23% staff cut. CPA, MS in Organizational Development, BA Accounting. Industry experience: pharmaceuticals, financial services, high technology, public accounting. Interested in staying in NJ/NYC areas; would like to develop opportunities with smaller or start up companies. *Salary: \$206,000 + \$46,000 bonus.*

RECRUITMENT MANAGER - HR generalist with outstanding recruiting skills gained in the pharmaceutical, financial services, high technology, and public accounting industries. Accomplishments include: designed and implement strategies to attract and retain top talent, establishing and growing relationships with a host of recruiting sources, planning and implementing career paths, streamlining performance management programs, creating and directing effective diversity recruiting initiatives. PA resident; will consider relocation. *Salary: \$105,000.*

DIRECTOR OF ORGANIZATIONAL DEVELOPMENT - HR generalist with specific and in-depth experience in organizational development acquired in the financial services, energy services, manufacturing and high technology industries. Expertise in strategic planning, process improvement, employee relations, and management training. Designed and implemented successful program design and implementation in management and organizational effectiveness, diagnosis/needs assessment, and performance management. Interested in opportunities in MA, NH, and RI. *Salary: \$95,000.*