



The Ferneborg Group



Executive Search Consultants

Together we can find the leadership and talent you need.



Our goal is to identify and recruit leaders that can bring critical skills, economic value and a positive cultural impact to your organization.

Thank you for taking the time to learn about our company and services. We know our firm's experience, resources, and uniquely focused approach can help your organization identify and recruit outstanding executive talent.

The Ferneborg Group has been providing executive recruiting services to corporations for well over 30 years. Our firm's strength and reputation is largely due to our excellent service, consultative insight and follow-through success.

It would be our pleasure to chat with you further to see how we can help you and your organization.

Respectfully,


John Ferneborg, Sr.
Senior Partner / Founder
The Ferneborg Group


John "JW" Ferneborg, Jr.
Managing Partner
The Ferneborg Group

We provide leadership recruiting to a broad cross-section of industries and functions.

As a boutique recruiting firm, the breadth of experience we've accumulated over the years is extraordinary. We've worked with and recruited for some of the most iconic brand names. We've also have the pleasure of working with many lesser known rising stars that are shaping the future of consumer and professional service sectors.

Private or public, start-up to Fortune 500, we've excelled at identifying and recruiting top-talent that deliver lasting value and match the culture and spirit of our clients.

"A seasoned recruiter knows how to turn opportunity into interest, developing the best and brightest candidates."

Leadership Focus

We work closely with our clients to define the unique requirements for each executive candidate. Every executive search presents a unique challenge, and we apply our experience to challenge our own and our client's expectations with every engagement.

After decades of experience we are experts in research-intensive executive search. We know where to find today's industry leaders and how to engage them to ensure that you get candidates that are pre-qualified and perfect for your needs.

We work with a diverse group of clients in various sectors and markets. We have a proven track record of successfully navigating the leadership landscape and understanding what it takes to find, attract, and secure the best talent available. Let us show you how we can secure the best leaders for your organization.



General Management Board of Directors
President / CEO
Chief Operating Officer

Administrative Finance
Human Resources
Legal
Information Technology

Commercial Sales
Marketing
Business Development
Merchandising
Customer Service

Manufacturing Operations
Plant Management
Supply Chain
Quality Assurance
Warehousing & Distribution
Food Science

Our Industry Focus

The Ferneborg Group works closely with entrepreneurs, founders, investors and senior management teams to find the executives and leaders they need to accelerate business growth and raise brand awareness.

We pride ourselves in partnering with our clients, offering consulting services that help them identify and recruit the very best available talent. Exemplary talent that will contribute dramatically to a company's bottom line, and we won't rest until our clients find that exemplary talent.

Consumer Packaged Goods & Services



- Food & Beverage
- Natural Products
- Health & Beauty
- Outdoor / Sporting Goods
- Retail & Hospitality

Technology



- Consumer Technology
- Digital Publishing
- E-Commerce
- Enterprise Solutions
- Media & Entertainment

Professional Services



- Financial Services
- Real Estate
- Non-Profit Organizations
- Higher Education

What sets us apart?

A Reputation For Excellence

When we are retained on a search, our commitment is to work with you until the project is complete. You can be assured that we will not consider your search complete until you do. This philosophy is extremely important to us and we feel that this is what sets us apart from the majority of firms or services.



Partner Managed

We believe in personal attention and collaboration. Our firm's partners have a critical stake in the success of every project and personally manage the entire assignment process.

Swift Turn-around

Search swiftness and efficiency are vital factors for our clients. We use all of our resources and focus to present a panel of the best candidates within an average timeline of 4-5 weeks.

Consistent Results

Our clients tell us that our strength is consistency, delivering value by offering valuable insight and recruiting outstanding talent. Our success rate over the past 10 years is 97%.

We Promote Confidentiality

Executive recruiting can be sensitive, particularly when you need to fill a critical position or replace an executive in a strategic role. We strive to maintain confidentiality in handling all of our projects.

Experience, Insight & Results

It's About Your Success

We are proud to work with some of the world's most interesting and iconic organizations; from start-ups to Fortune 500. Specifically, we work closely with entrepreneurs, founders, investors, and senior management teams to help find, develop and hire talented executives that will bring economic value and a positive cultural impact to their organization. We pride ourselves in providing the highest levels of integrity, confidentiality and professionalism in serving the needs of our clients.

Our Placements Deliver Lasting Value

Our clients report that our candidates deliver long-lasting returns from a placement investment. We measure the "stick rate" with our clients & candidates and have determined:

- 99% of our candidates are successfully in place after one year.
- 95% are in place after two years.
- 93% are in place after three years.
- 83% are in place after four years.
- 74% are still in place after five years.

We goal deliver talent that has lasting value, delivering strong ROI for our clients.



World-Wide Partners

We are a founding member of an international alliance of premier search firms across North America, Europe & the Far East. We also have strategic partnerships with many other independent firms around the world. Each one provides us with intimate knowledge of local business climates, industry trends and qualified candidates from regions often out of reach to individual companies.

United States

Boston
California
New York
North Carolina
Washington D.C.

Canada

Montreal
Toronto
Vancouver

Europe & Far East

China
India
New Zealand
South Africa
United Kingdom



We're members of the Association of Executive Search Consultants

The Association of Executive Search Consultants is the global association for retained executive search and leadership consulting firms.

The AESC's mission is to promote the highest professional standards in retained executive search consulting, broaden public understanding of the executive search process and serve as an advocate for the interests of its member firms.



“Our partnership with The Ferneborg Group has definitely been a source of competitive advantage, one that we are counting on for years to come.”

Ron Jackson, President & CEO
Beard Land & Investment Co.



The Ferneborg Group
1700 S. El Camino Real, Suite 410
San Mateo, California 94402

Phone: 650-577-0100
URL: www.execsearch.com