



# **Michael J. Hawkins, Inc.**

**Consultants in Executive Search to the Foodservice Industry**



## **MISSION STATEMENT**

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**To be an integral part of our clients' Human Resource team by expeditiously recruiting management talent that exceeds expectations.**

**Treat every client, candidate, and associate in a professional and confidential manner in keeping with the highest ethical and equal opportunity standards.**

# **EXPERTISE**



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**General Management**

**Sales & Marketing**

**National Accounts**

**International**

**Manufacturing**

**Engineering**

**Service Management**

**Purchasing**

**Operations Management**

# QUALITY

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- 1. Total Confidentiality.**
- 2. Industry's most advanced search hardware and software with an inventory of over 25,000 candidates.**
- 3. Ability to attract the finest candidates, many of whom work with us exclusively.**
- 4. Job description and person profile developed with client.**
- 5. Consulting on remuneration levels and programs.**
- 6. Reference checking prior to submitting candidates.**
- 7. Rationale addendum submitted with every resume.**
- 8. Research professionals on staff dedicated to finding the perfect match between client and candidates.**
- 9. Extended candidate guarantee as long as certain search parameters are met.**
- 10. Total commitment to and understanding of the industries we serve.**

## REFERENCES



**Our client list features hundreds of blue-chip public and private companies with annual revenues ranging from \$5 million to over \$6**

**billion and remains highly confidential.**

**However, upon request references that would be relevant to a particular search will be presented.**

# **CHOOSING THE BEST RECRUITER IS A CRITICAL DECISION IN THE HIRING PROCESS**

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## **CONSIDER THE FOLLOWING:**

- **The best recruiters focus on value added. Other recruiters focus on job orders at any price. A reduced commission fee invariably means that the search is not conducted in a thorough and professional manner.**
- **Our reputation is such that many of the industry's top candidates work with us exclusively.**
- **The success fee is quickly recouped with the ability of our quality candidates to produce incremental profit.**
- **The industry's finest candidates are rarely found by searching the internet and personal networking.**
- **Candidate references are checked before resumes are submitted to our clients.**
- **We present an addendum highlighting the candidate's track record and suitability with every resume.**
- **Our guarantee insures peace of mind for our clients.**
- **Our professional staff combines over 65 years of executive search experience.**

# **THE HALLMARK OF PROFESSIONAL SEARCH**

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## **EXPERIENCE**

**Managed revenues of over \$1 billion through 300 professionals over ten years.**

**Officer level manufacturing and distribution experience with P & L responsibility.**

**Responsible for over 3,000 placements over 34 years.**

**Marketing and Sales Management experience in over 20 countries.**

**Client consulting on job description, person profile and industry remuneration levels.**

**Proven ability to assist in all aspects of job offer negotiations.**

## **ACCURACY**

**Position description assistance.**

**Position description sent to every suitable candidate for review and to comment on their suitability.**

**Resume addendum attached to every resume detailing candidate's recent achievements and personal information.**

## **ACCURACY**

- **References skillfully checked on each candidate before submitting to client.**
- **Attending all major industry trade shows and conventions nationally, in order to personally interface with clients and candidates.**

## **REPUTATION**

- **Ask any industry leader and they will confirm our brands reputation for search excellence.**
- **Ability to attract the industry's finest candidates on behalf of our clients. The ones that are not looking for a new job.**
- **Our candidates get an extensive guarantee to give you peace of mind.**
- **Member ISSA.**
- **NAFEM Certified Level I CFSP.**

## **CONFIDENTIALITY**

- **Nothing is more important than our reputation for client and candidate confidentiality.**