

## Executive Search Identification and Development

Candidate identification and candidate development constitutes two-thirds of most executive search processes. A most cost and time effective way to support the retained executive search and corporate human resource industries without the overhead is to hire someone with expertise to accomplish both.

Klovens Executive Search Partners will locate and recruit talented professionals who most closely matches the needs and the personalities of your client. We will manage the entire process while you continue to work on other recruiting or HR matters.

Klovens Executive Search Partners is an extension of your firm's recruiting and company's HR functions, undertaking day-to-day activities providing professional services in research, candidate identification, and search management.

We perform most duties associated with a search involving candidate development and/or research, or name generation. Keeping you updated every step of the search, we will undertake a task based on your input and advice, client philosophy, and ideal candidate scenario.

To eliminate the extra time you spend on candidate identification or development call: Dean Klovens at 708-383-4575 or contact him through e-mail to set an appointment to discuss ways to make your searches economical.

## Our Method of Working

**At Klovens Executive Search Partners We Understand ...**

**Time Management** – We identify and pre-screen potential candidates that meet your criteria, eliminating those individuals who do not qualify, giving you the flexibility to work on other matters;

**The Retained Search Process** – We understand that your firm's expectation is to locate the best candidate in the least amount of time;

**Cost Effectiveness** – You control the hours associated with the search with no excessive overhead; and

**Knowledgeable in Approach** – Our approach is to identify and to develop a candidate and build a relationship in order to recruit the best individual for the role.

Our experience in the retained search field provides advantages to your business because we know the importance time management and cost-effectiveness plays when working with cost and time conscious clients.

In supporting partners and senior members of recruiting firms and corporate human resources, we have the experience recruiting for a variety of clients in a number of positions in finance, sales, engineering, and product management, to name a few.



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**Klovens Executive Search Partners**  
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## Our Expertise

Klovens Executive Search Partners, KESP, performs full-cycle search execution for clients who outsource their executive recruiting functions.

Established in 2001 as Klovens Consultancy, Klovens Executive Search Partners, specializes in target research and candidate development for publicly or privately held corporations, human resource, and retained-based search firm clients. KESP becomes an extension of a client's recruiting function providing professional services in search management.

As an AIRs trained professional with over 20 years experience in academia, government, and private industry, Dean Klovens, principal owner of the firm, has the necessary foundations in search management relative to research, communications, sales, and relationship building... key requirements to strategically target and identify candidates for talent acquisition. He provides the core services in search management which include: custom research, candidate identification, candidate development and screening using cold calling, on-line recruiting, and market intelligence to recruit passive candidates for a variety of roles.

Dean's professional approach coupled with his professional experience contribute to a full-cycle search and supplement a client's recruiting functions. Klovens Executive Search Partners adds

value to all search assignments by building and executing a recruiting plan which focuses on the core requirements that help attract talent.

KESP will partner with corporations, human resource consulting firms, and other retained executive search professionals by building and executing a recruiting plan that concentrates on client needs for a diverse candidate pool.

KESP helps place key professionals from a variety of industries ranging from engineering to consumer marketing, industrial sales, professional services, financial services, and manufacturing, among other professions. KESP will manage entire search projects for both contingency and retained search firms, corporate staffing departments, and human resource consulting organizations that hire contract recruiters.

Dean Klovens graduated with a Bachelor's degree from the University of Illinois - Chicago and has a Master's degree from De Paul University.

## Past Contract Assignments Included:

- National Sales Manager for a mining and mineral equipment manufacturer
- Multiple District Account Executives and Regional Sales Managers
- Vice President of Sales and Marketing for a food manufacturer
- General Managers for a home manufacturer
- Various engineering or manufacturing managers or directors in automotive after-market and housing manufacturing
- Multiple audit and tax accountants for regional accounting firms
- Various controller, accounting, and finance director's and manager's positions for manufacturers
- Multiple engineering positions for a leading engineering firm
- VP, Commercial Lending for a leading brokerage firm
- Director, Quality Assurance for a leading food processing company
- Senior Project Managers for a Chicago construction cost consulting firm
- Partners for a national accounting firm.

