



EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT



EXECUTIVE SEARCH CONSULTANT

LOUISVILLE, KENTUCKY

- **Are you looking for an opportunity to leverage your consulting, business and/or nonprofit leadership experience in a different way?**
- **Are you excited about developing a burgeoning network and becoming a trusted advisor to your clients?**
- **Would you enjoy working in a small business with a big impact that is investing in its future and in its commitment to equity, inclusion, and diversity?**

Gilman Partners is a retained executive search, talent acquisition, and leadership development firm based in Cincinnati, Ohio with a mission to strengthen leadership teams and elevate the talent in our communities. For more than 40 years, clients have trusted us to help them find, recruit, and develop top talent enabling them to be more competitive in their marketplace. We successfully place more than 100 leaders across the nation each year. Our leadership development program, GP Elevate, helps prepare high-potential leaders for executive roles. With a team of 22 accomplished professionals, we are the largest retained executive search firm in the Greater Cincinnati market.



JOB SUMMARY

Gilman Partners is seeking an executive search consultant based in the Louisville market to assist with and/or lead retained search assignments and develop new business in a wide variety of industries. The searches we complete are typically for executives and key managers within the following areas of expertise: Executive Management, Sales/Marketing, Finance/Accounting, Operations, Engineering, Human Resources, and Nonprofit.



KEY JOB RESPONSIBILITIES

- **Recruiting:**
 - Develop qualified candidates by maintaining a robust professional network and building strong relationships with referral sources.
 - Determine candidates' qualifications and company fit by conducting phone/virtual/in-person interviews, analyzing responses, and comparing qualifications to job requirements.
 - Understand and apply behavioral interviewing and other reliable assessment tools in evaluating candidates.
 - Assist clients throughout the entire search process by scheduling interviews, providing materials, performing reference checks, and making offers.
 - Function as a consultant to our clients to provide thought leadership and insight on the candidate market, salary ranges, recruiting process, etc.
- **Business Development:**
 - Demonstrate a constant drive to meet new people and develop additional relationships.
 - Attend and participate in various events with the intention of meeting and developing relationships with potential clients and candidates within our target markets.
 - Identify new business opportunities and take part in business development activities such as sales calls, proposal writing, etc.
 - Share industry insights by presenting on a panel, authoring an article, or representing Gilman Partners at a professional event.
 - Assist in recruiting participants to take part in GP Elevate, the firm's executive leadership development program.
- **Community Engagement:**
 - Represent Gilman Partners in the community with key partners and organizations by serving on a board, volunteering, or other community service.



IDEAL CANDIDATES' QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree
- 10+ years of experience in corporate recruiting/talent acquisition role or within the search and staffing industry OR strong business and functional experience with a desire to do something new and different
- Hold a strong portfolio of professional connections in the Greater Louisville, KY area
- Excellent communication skills and the ability to communicate with all levels of an organization in an authentic and professional way
- A track record of doing what's right (as opposed to what's easy) for clients and colleagues
- A low ego and the willingness to jump in and help the team however necessary
- A commitment to helping organizations make their workforce more diverse and inclusive
- A positive attitude that looks for solutions instead of problems; the ability to recognize and celebrate the contributions of others on the team
- Evidence of active community engagement at business events, board involvement, volunteer activity or other meaningful ways
- Must reside in the Greater Louisville area and be able to travel to Cincinnati twice a month for staff meetings or special events



THE PAYOFF

- Have an impact on building the leadership teams within our regions' middle market, privately held, and nonprofit organizations
- Become a teammate and significant contributor to a top regional executive search, talent acquisition, and leadership development firm
- Be part of Gilman Partners' commitment to helping our clients and other organizations build a more diverse and inclusive workforce

LEARN MORE & APPLY

This position is in Louisville, Kentucky with occasional travel to Cincinnati, Ohio.

This executive search is being led by **Gerron McKnight and Barry Elkus**. Use the contact information below to reach out via email with any questions. Please reference the position title and organization in the email header. **APPLY ONLINE.**



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Gilman Partners is committed to strengthening leadership teams and elevating the talent in our communities – and that means all qualified applicants will receive consideration without regard to race, ability, religion, sex, age, sexual orientation, gender identity/expression, national origin, or any other legally protected characteristic. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to reach out.