

Executive Search Proposal Director, LUS Fiber



ABOUT LINKED

Headquartered in Dallas, Texas, LINKED, a Calise Reed company, is a Forbes Top 10 ranked executive search firm that specializes in filling hard to fill positions, finding the perfect executive and mid-career matches for hard-to-fill management positions. Using a client-friendly business model, LINKED leverages its hiring expertise to identify the best and brightest candidates for its clients.

Linked, named Forbes top 10 executive recruiting firms in US for 2020.

Specializes in filling hard to fill, and mission critical positions for 13 years.

Mission critical jobs require a perfect match between the organization, its culture and the candidate's background and aspirations. This is our specialty.

We are boutique firm; we work in many industries and many professions, completing over 600 positions since founding in 2008.

In addition to presenting the most qualified candidates for the Director role, Linked will, for no additional fee, craft a Director job description. Additionally, we will provide compensation findings and other labor market factors that LUS Fiber and the City can use to make their hiring decision.

The Linked team is excited about the prospect of working in the unique intersection of City Government/Broadband/Telecom for the first time. Having filled mission critical positions in scores of industries and dozens of professions, 'new' is our middle name. Bringing experience, search skills, tools, dedication and creativity to the LUS Fiber Director search and locating the best and experienced talent is our hallmark.

Approach and Team



Hiring managers by profession, Linked hires for our clients like they would themselves if they had the time to do so.

As hiring managers, we use extra discernment for skills/experiences, soft skills/culture fit and for expectation match between client and candidates. Our placements stick.

The use of our Subject Matter Expert (SME) network is one of the important factors in selecting great candidates. In every industry good people always know good people and we seek them. *Paula and team are excited about networking in the Fiber Broadband Association and others. Professional associations leaders and advisors know the best people in every industry, and we will tap into that knowledge for LUS Fiber's Director search.*

The best tools in the industry will be put to work for Audubon. In addition to the exceptional candidates that surface through networking, the use of up-to-date online search tools and methodology work for you.

Search methodology that works: set up, discovery, sourcing, evaluation, presentation and hiring. Each of these sub processes are multi-step and proven to get the best hire in the right time frame. We deliver the highest caliber candidates in 10-12 business days.

The team assigned to Audubon

Paula Calise, Founder Linked

Chad Honeycutt, Technical Sourcer/Recruiter

Ellen Dooley, Executive Assistant/Scheduler



Paula Calise, Founder

References for Linked



LAST THOUGHT

Just a little fun. Paula and the team love our work, our clients and the candidates we met along the way. Every day we get to do this work and it makes us happy. We hope that happiness drips over into our business relationship with the City of Lafayette and LUS Fiber.

“It has been such a pleasure working with Paula. After a few short conversations she was able to grasp a complex concept and helped me put together a comprehensive job description— assimilating ten years of learnings in an obscure part of the business that few have been able to dominate. The amazing part, however, is that she quickly produced three excellent candidates who met the qualifications and were excited to come to work for me. Rarely have I posted a hard-to-fill position and then been forced to choose among individuals who were so well matched to the employment opportunity. **Paula drills down and gets right to the point to save time and promote efficiency for all parties. I recommend her services without reservation!**”

Clifton N. Orme, FACHE
President
CIMA Hospitals
(469) 731-1803
(469) 731-1801
corne@intlhosp.com

This reference is chosen because this was the first time Paula ever worked in international business development for hospitals. Paula is fiercely engaged when entering a new profession or industry.

Additional References

Mauricio Galvan
Director
Mission Foods
(972) 232-5143
(214) 713-9651 - text to set time to talk
mgalvan@missionfoods.com

This reference is offered because Mauricio is conducting a search with Paula now.

Scott Baradell
CEO
Idea Grove
(214) 683 0082
sbaradell@ideagrove.com

Offered because Paula filled a highly specific skill set for the role of President/COO, for Scott in 2019.