



# DROP INTO WAVE EXECUTIVE SEARCH

## Our Success

Wave Executive Search places Topline Marketing, Product, Sales and Customer Success talent with high-growth startups. Our history of success is built on establishing trust and competency with our clients.

Details matter, and we dive deep with candidates to understand who they really are and how they can help scale your company. We commit to only sending candidates that tightly align with your expectations.

We understand the unique needs of early-stage startups. Hires at this stage need to be self-starters, hungry for growth, and agile thinkers. Our track record of placing people that possess these qualities and have a keen eye for growth and innovation is what drives our clients to return to us again and again.

We are the right GTM recruiting partner for your next wave of growth!

## Executive Focus

We have a track record of placing executive level talent from C-suite to Individual contributor.

CMO  
VP of Marketing  
Marketing Directors  
Director/VP of Product Management  
Director/VP of Product Design  
Product Marketing Leaders  
Product Managers  
Product Designers  
Demand Generation  
Content Marketing  
Marketing Ops  
VP of Customer Success  
Director of Customer Success  
CSM's  
People Operations  
Solutions Consultants  
Sales Engineers  
Customer Success Engineers  
CRO  
VP of Sales  
Director of Sales  
AE's  
AM's  
Revenue Operations  
Talent Acquisition / Recruiting

## Tailored Search

Top talent acts as a force multiplier and determines if a startup is successful. You want them and we find them.

We start by thoroughly understanding our clients' value proposition so that we can be effective brand ambassadors when evangelizing roles to candidates.

We take time up front with leadership teams to understand where they want to go and who they'll need to get there. Then we build out a comprehensive market map of target companies and leverage our network and beyond to find the perfect match.

Our services do not end at talent acquisition. Additionally, we offer our clients strategic and operational guidance surrounding hiring trends, metrics and compensation intelligence.

# Wave Executive Search is your 2023 Talent Partner



## Remote Hiring

We are experts at identifying and attracting top candidates both passive and active who are effective at working remotely. We screen, scorecard and back channel reference these candidates to ensure they have the organizational makeup to be successful remote employees.



## Diversity Hiring

We know that companies who commit to building a diverse and inclusive workforce outperform their less enlightened competitors. From initial job order intake calls through each step of the hiring process, we work with clients to ensure that unconscious biases don't cloud the hiring process. We share data with our clients regarding applicants, screens, interviews, and competitor workforces in order to achieve an inclusive hiring model.



## Data Driven

Our approach is data driven, helping you find the right talent at the right time to support your GTM needs. Our team leverages cutting edge AI recruiting tools, to identify, contact and manage elite talent. Our executive recruiters are plugged into current HR trends, best practices, salary and equity guidelines as well as the current VC/PE investment landscape.

For nearly two decades we have been fueling every wave of global technology. We partner with executives who understand that hiring quality talent will unlock a company's potential.

