



PEOPLE | IDEAS | SOLUTIONS

Human Capital Resources

Personalized Executive Search





“The Kreischer Miller team has been successful in placing over 10 talented executives who have been leaders and change agents for Temple. They have a personalized approach toward recruiting and they make sure they understand our business first.”

**Robert Lux, CFO,
Temple University
Health System**

Executive hiring decisions significantly impact your company’s performance. At Kreischer Miller, our goal is to locate, recruit, and recommend those C-level executives who will make an immediate and long-term positive impact on your company.

Our Human Capital Resources group has a proven track record of locating talented senior-level executives. **We are proud to have been named to the Philadelphia Business Journal’s list of Top 10 Retained Search Firms for the past 7 years.**

What we do

Core Services:

- Permanent executive search (salaries above \$100K)
 - CEO, COO, CFO, Controller, Marketing, Sales, HR, IT, and Operations
- Interim executive search
 - Finance, HR, Operations, Marketing, and Technology

Human Resources Consulting Services:

- Organizational assessment
- Compensation consulting
- HR compliance audits

Why we’re different

At Kreischer Miller, we take a highly personalized and collaborative approach to executive recruiting. We don’t see this as a transactional business. Rather, we focus on finding the right fit for your organization—today and into the future. First, we learn your needs, culture, and company challenges. Then we carefully evaluate potential candidates’ skills and personalities to find the best match for the open position and your firm’s culture. This partnership approach, combined with our tremendous passion and dedication, has led to consistently outstanding results for our clients.

Our five step search process ensures we’re with you every step of the way—starting with the moment you experience pain and continuing beyond your newly hired executive’s start date.

1. Thorough site assessment
2. Sourcing the BEST candidates
3. Screening candidates through in-depth analyses
4. Selecting the top candidate and negotiating the offer
5. Ensuring an effective on-boarding process



How we can help

A sample of our recent work includes:

Permanent executive search

- CFOs and Controllers for 25 organizations, ranging from small, privately-owned firms to large, publicly-held companies
- CEO for a \$20 million manufacturing business
- Board of Directors search for a \$60 million privately-held manufacturing company
- VP of Operations for a \$100 million construction firm and a \$50 million distributor
- VP of Marketing for a large, privately-held \$200 million construction leasing company
- Director of Sales for a \$50 million publicly-held services company
- Technology Officer for a \$100 million privately-held manufacturing business
- Human Resources professional for a \$1 billion document management systems and services company

Interim executive search

- A 7 person CFO team for a 4 month internal controls project. When 2 merged subsidiaries fell behind with reporting to the global parent company, our team created new processes, policies, and procedures to ensure accurate, timely, and compliant reporting.
- Project Manager to oversee and assist with a systems implementation and diagnose related organizational challenges for one of the world's largest not-for-profit organizations
- Director of Human Resources to cover an unexpected leave of absence
- Interim CFO to create a Sarbanes-Oxley compliant internal controls program for a \$500 million privately-held manufacturer
- A team of tax and technology subject matter experts to assist the roll out of new consumer products for one of the nation's largest commercial banks
- Interim CFO to cover gaps resulting from the merger of two private health care organizations. The interim CFO was later hired as the permanent replacement.
- Numerous C-level executives to fill transaction service roles, including financial due diligence and post-transaction services

Human resources consulting

- Compensation consulting for 100 companies in various industries
- On-site executive interviews and management team assessments
- Complete 360 degree surveys and HR overviews, including on-site feedback and counseling, for 50 companies

Let us show you how we can help your firm find the right talent for long-term success. Call us at 215.441.4600 or visit us at www.kmco.com.



"I was impressed with the caliber of the candidates Kreischer Miller identified, their thorough communication, and the level of feedback they sought from me throughout the process. I believe their focus on finding the right fit sets them apart from many of the executive search firms I have worked with throughout my career."

**Jim Toohey, CFO,
Direct Group, Inc.**



Tyler Ridgeway
Director, Human
Capital Resources
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