

## **Representative Assignments**

When we meet someone for the first time we are often asked “What industry or function do you specialize in?” Or from a prospective client, “What searches have you done in our industry?”

The answer to the first is “None--we specialize in successful executive search!” Like other professions such as accounting or a general law practice, our expertise lies not in a particular client industry. Rather, it is in knowing how to understand a client’s need, then applying our executive search know-how to solve the particular problem. In a very short time, with diligent research, we can learn all we need to know about an industry and the companies involved.

To the second question, the answer may be “A few”, or perhaps “None”. But that can be an asset! Having too many clients in a particular industry would cause us to have too many “off-limits” blockages—companies from which we could not recruit. So being a generalist firm has strong advantages!

To illustrate the point, the links below show representative search assignments, arranged by function. Please note the diversity of industries in which we have done successful search work!

*Finance / General Management / Human Resources / Information Systems / Operations  
/ Sales/Marketing/Not-for-Profit*

**Our job is to help you find those people.  
O’Shea, Divine & Company, Inc.**