



# Our Passion is Building World-Class

## DMC Search

At DMC Search, we firmly believe in the power of expert operational leaders as the foundation for building winning companies. With a focus on people operations, business operations, general counsels, government affairs, and risk and compliance, we specialize in identifying and securing top-tier talent that drives organizational success.

Experience the transformative impact of exceptional operational leadership as we help you build a winning team that propels your company towards unprecedented achievements.

## What We're Solving For

DMC Search understands that the executive search is more than filling a role. We set up your candidate and organization for success beyond hiring and in the long-term.

Why? Here's the data: did you know that an executive team will turnover on average four times from their first investment to their IPO? Or that 44% of executives that get hired, leave within the first year of working at a company?

That's why DMC Search offers a full cycle of services: a strategy for placement, onboarding, backfilling, and additional solutions for interim gaps. We place leaders everywhere from 'head of function' to C-Suite opportunities, and help them stay at your company. Specifically, these are the major talent areas where DMC Search places executives:

- Human Resources
- Business Operations
- Government Affairs
- Talent Acquisition
- General Counsels
- Compliance and Risk

## Our Value Proposition

At our core, we are dedicated to providing your organization with exceptional value through a range of tailored solutions. What sets us apart from other executive search firms are three key differentiators: our strategic expertise in recruiting, our team of subject-matter experts in various verticals, and our comprehensive platform of professionals and professional services designed to enhance the executive experience.

Our Executive Search team comes from top companies such as Google, Tesla, Earnin, SurveyMonkey, Affirm, Lime and more. They leverage cutting-edge data and experienced experts to craft roles, engage top candidates, build diverse pipelines and access competitive compensation data.

At DMC Search, we offer a unique solution for companies who may not be ready for a full-time executive role due to various circumstances. Our fractional executives step in to bridge the gap, providing immediate support while you prepare for a permanent hire. By leveraging our fractional executives, you gain access to experienced professionals who not only address your immediate needs but also assist in shaping the role for a seamless transition when the time comes for a full-time executive, ensuring a successful onboarding experience.

## Executive Search Strategy

Our team of Advisory Partners, experts in their fields, collaborate with clients and possible clients to review roles with the CEO to ensure the likelihood of successful hiring.

DMC Search's executive search strategy leads with data and expertise, resulting in long-term value and trusted relationships. In 2023, we're adding a new way to deliver that mission, in a big way! Allow me to introduce you to our Advisory Partners. Advisory Partners provide their expertise in the industry and

field to advise the DMC Search team on hiring, team composition, diversity objectives, and new employee orientation.

## Total Package

DMC Search provides an all-inclusive flat rate of \$100K\*, including marketing, research, and other incidentals. We backfill the candidate, guarantee your hire for up to 6 months, and are available for consultation after the search. That's our promise.

\* This retainer is paid in 3 payments: (1) 1st payment is due at the start of the search, (2) 2nd payment due after 30 days, and (3) the last payment is due after 60 days.

## Why Choose Us

DMC Search is an Executive Retained Search and Talent Acquisition firm specializing in high-impact operational roles. Our goal is to identify and engage senior talent, empowering your organization to continue driving growth, change, and transformation.

We built our company by closely listening to our potential clientele and understanding their expectations with our services. We know how to analyze this information and customize our offering to changing market needs. Why not join our fast-growing customer base? Get in touch today to learn more about the DMC Search story.



**Kareem Issa, Founder, Managing Partner**

Kareem Issa has spent over 20 years in the talent acquisition and executive recruiting space, leading teams at Google, SurveyMonkey, LendingClub, Earnin, and Malwarebytes. His philosophy? Hire smart people and give them the right opportunity and freedom to thrive. Over his career leading the talent space, Kareem has a strong network of relationships and partners and is passionate about talent development. [kareem@dmcsearch.io](mailto:kareem@dmcsearch.io)

## Successful Placements



Pendulum

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earnin

LendingClub

Malwarebytes

algotix  
By Cluster

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