

➤➤ Still Searching for your IT Management Leaders?



Meet Qualified Search



Qualified Search is a boutique IT executive search recruiting firm specializing in your core and senior IT executive placement needs.

As a 20-year IT industry veteran, Laura A. McCarthy and Qualified Search provide clients with consistently better candidates whose experience, background, and interests align closely with your long-term growth goals.

Local Searches Mean Better Business

Qualified Search specializes in finding the best executive IT management in the greater Washington, D.C. metro area.

Local searches provide our clients with:

- *Greater interview options*
- *Minimal relocation costs*
- *Reasonable start times*

Why this matters.

- **Simplicity:** *Local candidates are interested in finding top positions that keep them in the area without the stress of uprooting their families.*
- **Availability:** *Local candidates are more flexible when it comes to scheduling interviews and can save you valuable time and money.*
- **Productivity:** *Local candidates come on board sooner!*

➤➤ *Qualified Search conducted a successful search for a senior level IT position for OSA. We attempted this search on our own to no avail. Laura McCarthy met with our staff to understand the position and our culture and then worked diligently to find the right candidate. We would not hesitate in using her again!*

*Amy Schabacker Dufrane, Ed.D, SPHR, Director HR and Admin,
Optical Society of America, Washington, D.C.*

Qualified Search, Inc.
Information Technology Management Recruiting



Qualified Benefits

Say good-bye to resume piles, candidates with inappropriate expectations, scheduling hassles, and time-wasting candidates who are just looking.

Qualified Search does the work for you!

All client searches are:

- *Focused on the executive IT management candidate*
- *Confidential*
- *Provided with thoroughly vetted candidates*
- *Tailored for your company needs*
- *Backed by our reputation and our commitment to partner with you.*



What a Qualified Search Looks Like

The search process begins with an in-depth exploration of your company's IT management needs. We pride ourselves on our ability to represent your company ideals and values to each potential candidate.

We work with each client to define actual job responsibilities that go beyond basic job descriptions for more targeted and responsive searches.

We conduct a confidential search using our established 20-year proprietary network that also reaches passive job seekers.

We present you with fully-vetted and qualified candidates who are interested in your position, understand the corporate culture, and who are in-line with the compensation package.

We communicate with the candidates throughout the process giving them important feedback. This allows you to take the time often needed to make key hiring decisions without the concern of losing strong IT management candidates.

We can help you negotiate compensation packages and manage candidate expectations to ensure a successful long-term hire.

Qualified Pricing

Qualified Search offers a cost-effective and performance-based pricing structure.

- *Clients secure each search with an engagement fee.*
- *The final fee is invoiced on the candidate's start date.*
- *We back-up our searches with an employment guarantee.*

Other pricing benefits include:

- *We educate you about the candidate's goals and expectations.*
- *We provide expert compensation negotiation when you are ready to make an offer.*
- *We let each candidate know where you are in the decision-making process.*
- *We keep the candidate engaged to give you the time you need to make your decision.*



►► *I have found Qualified Search to be the most effective recruiting firm in the area. Unlike the database firms, every search has produced highly qualified candidates from our specified target companies. We will continue to use them in the future.*

Keith Wardell, Founder/Chairman, Exmplar, Inc. Fairfax, Virginia



Call to learn how Qualified Search can help you with your IT management needs.

703-476-6291 www.qualifiedsearch.com

Laura A. McCarthy

Laura A. McCarthy is a 20-year IT industry veteran who specializes in recruiting core, mid-tier and senior level executive IT management for private corporations, consulting firms, software companies, non-profits, and emerging online industries. Her clients say it best:



"Laura gets it." She understands the unique requirements of senior management in the metro area's burgeoning technology corridor. She carefully considers a company's culture, opportunities, and needs when pairing a client with the ideal candidate. She knows that in order for a business to reach its goals, they must find exceptional IT management talent.

"Her consistent focus on quality and professionalism is legendary within our organization," says one client. Performing high-quality, confidential searches and giving each client, no matter the size, the absolute attention they need are hallmarks of her company.

Realizing that many companies were dissatisfied with the potential candidate pool generated by expensive talent searches, Laura founded Qualified Search. As a mid-tier boutique search firm, Qualified Search brings expert, cost-effective search services to clients all over the metropolitan D.C. area while providing the region with a much-needed alternative to contract, professional staffing, and retained search firms.

"Laura's understanding of the IT market and what top IT management talent expects makes all the difference," says another client.

Prior to launching Qualified Search, Laura was an IT Search Practice Manager and was recognized as a top recruiter with Source EDP (now KForce), a specialty placement firm serving Fortune 1000 corporations as well as small and mid-sized firms. Earlier in her career, she spent seven years as an IT professional with two DC-based software development and system integration firms honing her knowledge of product/application development and integration.

Laura holds a Bachelors of Science Degree in Business Administration and Finance from the University of Delaware. She is an active member of Women in Technology (WIT) and has lived and worked in the D.C. corridor since 1986.

Qualified Search customers include:

Fortune 500 companies, Mid Size Companies, Emerging High Tech Ventures, Online Services Firms, Non Profits, Big 4, and Boutique Consulting firms looking to fill C-level Officers and Executives, Vice Presidents, Directors, and Functional Managers in the following areas:

Corporate IT

CIO

Operations & Infrastructure

Program Management

Enterprise & Systems Architecture

Information Security

Quality Assurance

ERP

Technology Development

CTO

Product Management

Application Design & Development

eCommerce

Data Warehousing

IT Consulting

Practice Management

Engagement Management

Business Process ReEngineering

Business Systems Analysis

Business Leadership

CEO/COO

Human Resources Management

Corporate Recruitment



I can always count on Laura McCarthy for consistent results and a professional relationship. Her most noticeable characteristic is the personal attention she devotes to getting to know our unique needs. If her name is attached, that's all we need to know!

Steve Cooper, Partner, Excella Consulting, McLean, Virginia



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