



Environmental / Sustainability Leadership Solutions

Empowering Clients to Recruit and Retain Top Talent





CSI truly takes the time to understand our firm's needs, not just for the open position but also as to how that role fits in with the rest of the organization. CSI is thorough and extremely detail oriented. I always know where we stand on a search. And I know that the candidates they bring to me are all worthy of hiring. They make it a great problem to have. We have used CSI for many searches through the years and always receive top-notch service.

Searching For Professional Leaders?

At best résumés only tell half the story. Successful professionals possess more than specialized skills and impressive CVs. Research demonstrates that key performers align with their employer's mission statement and culture while also possessing the business acumen and social intelligence necessary to leverage their skills and impact the bottom line.

At CSI, we provide professional and executive search services that are setting a new standard in the professional search industry.

We start by getting to know your business, your history, and your goals. We visit your site whenever possible to learn how you operate and get a feel for the personality of your organization. Then the hard target search begins. Utilizing CSI's proprietary search methods and our trademark evaluation procedures, our team identifies the most qualified candidates who also meet empirically based retention criteria.

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I set out to find a very special person to fill the role of Senior V.P. of Business Development with OCS. My expectations were not only met but exceeded at every juncture of the process. I would like to provide CSI with the highest of recommendations. If you are a company looking for a partner to join your firm who will identify individuals of the highest level of experience, background and character, these folks are the best at finding exactly what you are seeking!

**President / CEO
Offshore Cleaning Systems**

Social Intelligence Analysis

CSI utilizes a soft skills assessment tool—the Emotional Intelligence Survey (EIS)—as a strong predictor of on-the-job success for the technically qualified candidate. The EIS measures the following core competencies related to leadership success:

- ▶ *Self-Awareness*
- ▶ *Self-Management*
- ▶ *Social Awareness*
- ▶ *Relationship Management**

Retention Variables Analysis

- ▶ *Career Goals Compatibility*
- ▶ *Structured Mentoring Programs*
- ▶ *Social Skills - EIS*
- ▶ *Company Culture/Environment*
- ▶ *Professional Experience/Stability*
- ▶ *Career Path Opportunities*
- ▶ *Educational Background*
- ▶ *Community Involvement*



About CSI

*Day One Value*SM

Every CSI candidate brings what we call Day One ValueSM to your company, meaning employees arrive on the first day of a new position equipped with skills and traits that enable you to get them up to speed as quickly as possible.

Day One ValueSM factors include:

| | |
|---------------------------|---------------------------|
| <i>Culture Fit</i> | <i>Ethics</i> |
| <i>Experience</i> | <i>Education</i> |
| <i>Energy</i> | <i>Soft Skills</i> |

CSI's mission is to empower clients to recruit and retain top Environmental technical and operational talent.

CSI places technical and operational professionals in the following Environmental and Sustainability areas:

- ▶ Water / Hydro / Marine
- ▶ Environmental Services
- ▶ Energy Mgmt. / Services
- ▶ Waste Management
- ▶ Environmental Mgmt.
- ▶ Manufacturing
- ▶ Industrial Services
- ▶ Natural Resources
- ▶ Corporate S&R
- ▶ Carbon Management

Established in 1997, CSI has built a reputation of consistent results and reliability as well as a record of confidentiality and integrity. Our proactive approach to understanding our clients' business needs enables us to provide quality results, thereby achieving our ultimate goals of forming lasting partnerships with clients and helping our partners meet their business objectives.

CSI Executive Search Principals



Donna Sphar, Founder and CEO of CSI Executive Search (B.S. Pre-Law), utilizes her extensive professional search and legal services background to strategically grow the organization and to help client companies successfully achieve their business objectives. She brings a keen capacity for leadership, comprehensive business acumen, exceptional attention to detail, and outstanding skills in identifying technical and operational talent.



Asa Sphar, whose background and training includes a B.S. in Accounting and Ph.D. in Psychology—including 22 years of clinical practice—profiles potential candidate compatibility with a client’s particular business environment. He provides soft skills, cognitive styles, behavioral profiling, and occupational interests-related assessments to ensure a strong position match. His relationship focus, business orientation and retention-focused mindset provide key value to our clients.



“I must say that on these latest searches for two VP level positions, you guys have gone above and beyond my wildest expectations! This is a solid testament to the fact you guys do what you say that you are going to do and if anything, exceed your clients expectations at every level.”

There are recruiters and there is CSI. The two should never be confused.”

**President / CEO
ECOSERV, Inc.**

CSI Executive Search

512.301.1119
www.csi-search.com

CSI devotes its full attention to each search, prides itself in efficiency, organization, and integrity and contributes to its clients' ability to meet strategic business objectives.

CSI | **Executive Search**



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