



Chemical Industry Leadership Solutions

Empowering Clients to Recruit and Retain Top Talent





“CSI continues to do a great job of sourcing critical engineering and operational talent for our organization. Thanks CSI!”

*Director of HR
PPG Industries / Axiall, Inc.*

“CSI helped us recruit strategic team members who have made significant contributions to our business and are still with our company today. We look forward to a continuing partnership with CSI.”

*President
Dorf Ketal Chemicals, N.A.*

Searching For Chemical 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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“We brought CSI to the table after two other national recruiting firms failed to locate the technical talent that we needed. Within a week, the winning candidate was identified and subsequently hired.”

If you have a need for specialized talent...CSI delivers. Their communication and professionalism throughout the whole process were excellent. We look forward to a continued working relationship with CSI.”

**Chief Financial Officer
USA Compression Partners**

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 secure top chemical operational and technical leadership talent.

From start-ups to Fortune 500 companies, CSI places cutting-edge chemical professionals in:

- ▶ Petrochemicals
- ▶ Plastics
- ▶ Methanol
- ▶ Chlor-Alkali
- ▶ Fine Chemicals (APIs)
- ▶ Agrichemicals
- ▶ Fertilizers
- ▶ Specialty Chemicals
- ▶ Commodity Chemicals
- ▶ Industrial Gases

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.



CSI is a one of a kind search firm. I was very impressed with their desire and willingness to really understand the business of Quirky and how we work. They really delivered on one of our most difficult talent searches for a Chief Technology Officer.

I've been working with firms for many years and I have to say CSI is the best I've ever worked with. I highly recommend them to any company about to embark on a difficult search.

*Director of Talent Acquisition
Quirky, Inc.*

CSI Executive Search

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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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