

## Wray Executive Search

# Firm Overview



For close to 40 years Wray Executive Search has successfully provided executive search services, recruiting impressive leadership teams for many of the nation's most successful restaurant, hospitality, retail and consumer goods companies. Our primary focus has always been and remains aligning candidates who have the appropriate blend of knowledge, skill, attitude, experience and commitment with our clients' needs. Our clients range from multinationals to entrepreneurial startups.

Initial Preparation & Sourcing

Candidate Presentation

Candidate Selection

**Our approach** – Evaluating top talent for our clients begins with the facilitation of a meeting with key company executives and/or hiring authority to best understand the necessary insights, perspectives, compensation expectations and, most importantly, the corporate culture. From this information gathered, we begin to outline the **“Perfect Candidate Criteria”** and review the results of this process with the hiring authority to finalize the content of the position and the candidate profile. In addition, we identify with our client the ideal sources from which the potential candidates would originate. This disciplined approach is refined to produce the **“best in class”** candidates for our clients review.

**Who we are** – Our team of executives has developed broad-based expertise coupled with an impeccable reputation for creativity building the teams and human capital strategies that contribute in the progress of bringing the brands to the top of their respective segments. We are vested in the process and the ultimate success of each candidate placed.

**What we do** – We provide an unparalleled commitment to the recruitment of an organization's most critical players—C-level professionals, VP's, and Director-level executives. Services are tailored to our clients' specific hiring and assessment objectives. We work tenaciously until an assignment is complete, with a strong client focus and a commitment to quality on every engagement.



**Executive Talent Disciplines** – Wray Executive Search has depth and breadth of experience conducting searches both domestically and internationally in the following areas:

- Board Members
- C Level
- Operations
- Financial
- Marketing
- Human Resources
- Development
- Supply Chain
- Manufacturing
- Culinary
- Construction
- Training
- Quality Assurance
- Franchise Sales

**Our clients include** – Billion dollar brands such as Dunkin Brands, Burger King, Ruth's Chris, Hard Rock, Aramark, The Limited, Quaker Oats, and Kraft. In addition, we've been retained by emerging brand companies including NewsLink, Sarku-Japan, Pollo Campero, and The Melting Pot. We are engaged as a “Retained” firm to represent our client's interests, and deliver the most talented executives within our industry segments.

**Relationship Development** – Often times clients become candidates and candidates become clients. We firmly believe in building long term relationships because we're only as good as the talent we know. We believe our “best in class” selection process benefits both clients and candidates as a professional experience that separates us from the majority of search firms in the business.



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