

STRe Solutions delivers the best talent efficiently and effectively for corporate executives and business professionals by leveraging the expertise of experienced operating executives.

STRe Retained Search Delivers Outstanding Results

STRe Solutions has developed a targeted, effective approach to finding the right candidate for you. Working closely with you to determine the critical success factors for the position, we tailor our search to identify and assess candidates that meet your criteria. We only present candidates that have been assessed by experienced operating executives in the functional area. This results in finding the best candidates that meet your requirements and assimilate with your executive team and company culture. The key elements of our program include:

- Analysis and Search
- Review and Selection
- Placement and Transition

Analysis and Search

Assessing the current landscape

We work with you and your team to review your current situation, industry, company, and position description to develop the requirements for the search. From this discussion, your position description is reviewed and updated to support the requirements.

Position Specification

We support the development of a comprehensive description of the position's responsibilities and relationships. This includes a clear understanding of the personality and individual goals you are looking for in the right candidate.

Market and Candidate Research

We conduct comprehensive searches to identify the target companies or associations and individuals therein that meet your requirements. Specific source organizations you identify will be included in the research with an eye to finding potential candidates.

Review and Selection

Candidate Interviews

We identify, interview, and thoroughly assess potential candidates against your requirements. We look for compatibility with your management team to assure the best fit for skills, personality, and team dynamics. We call on our market knowledge and extensive contacts to reach qualified candidates.





Presentation of Candidates

We provide an analysis of the most qualified candidates. A minimum of two candidates will be presented. For the candidates you select, we will arrange the interviews to meet your schedule.

Candidate Reference Reviews

Initial reference checks are made before presenting candidates. For the final candidate we provide comprehensive reference checks including personal relationships, co-workers, managers, and any other appropriate checks. We also conduct background checks validating education and employment. We will discuss requirements for more detailed background checks with you.

About Us

Susan Salvesen

STRe Solutions was founded in 2004 by Sue Salvesen, a former Silicon Valley Chief Financial Officer (CFO). Sue has over 20 years of extensive hands-on financial and management experience and more than 7 years experience as a CFO. She has led 3 IPOs and several acquisitions

Placement and Transition

Offer Presentation

We work with you to support and/or develop the offer presentation. We coach the selected candidate in accepting the offer. Our goal is to assure the selected candidate accepts the offer in a timely manner. Thus, we work with candidates to encourage decision making throughout the interview process, not just at the presentation of an offer.

Transition

We work with you and the candidate to address any response from their current employer and assure a clean transition from their current position. We also support the candidate in the transition and on-boarding into your organization.

Marilyn Kanas

Marilyn Kanas joined STRe Solutions in September, 2006 as a Co-Founder and Managing Partner. Marilyn is a former sales and marketing executive with experience at start-ups and medium to large public companies. Her industry experience includes financial services, enterprise computing, software and Internet companies.

STReSOLUTIONS
defining success in hiring

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