

Our Difference

Eileen Finn & Associates works with clients to ensure that each new executive hire will add immediate value to the company. The following are some the reasons clients return again and again, knowing that we will find the right candidate for your specific position:

- A twenty-year track record of successfully assessing organizational culture and placing the candidate who will thrive in your environment.
- Ten years of focus, specializing in recruiting for the human capital market, coupled with hands-on personal experience in the human resources domain.
- Adherence to a standard of excellence that supports your business objectives and culture.
- Personal, full-time commitment to conducting every aspect of the engagement, from research and candidate development through interviewing, assessment and final negotiations.
- Rigorous audit of the retention of your placed candidates.
- Our “Managerial Courage,” a term coined by the Head of Talent Acquisition for a *Fortune 50* client, meaning we have a direct communication style that shortens the hiring timeline and facilitates the identification of top talent.

Our Quality Metrics

Our clients ask about our track record – how do we know that the executive they hire today will continue to add leadership value to the company over time? We do an ongoing analysis of how each placement is succeeding in the new environment – and are proud of our metrics, which attest to the quality of the senior executives we continue to identify for our clients.

- Since the firm’s inception in 1999, approximately 61% of all executives placed by Eileen Finn & Associates have been retained by their companies.
- 95% of executives placed from 2008–2010 remain with their employer.
- 55% of executives placed from 2005-2009 have/had tenure of greater than two years.
- 59% of executives placed by Eileen Finn & Associates from 1999 to 2006 have tenure of greater than 5 years.

National average turnover rate is 19.7% (voluntary and involuntary).