

Park Avenue Group

EXECUTIVE SEARCH AND CONSULTING

It's who you know ...

YOUR PARTNER IN WINNING TOP

Medical Device

TALENT



We serve our clients as trusted advisors to provide solutions through executive search with the sole purpose of helping organizational leadership gain access to high performers at all levels.

Park Avenue Group is an Orlando based executive recruiting firm specializing in Banking, Wealth, Financial Services, and the Medical Device industry. With over 40 years' industry experience, Park Avenue Group has an impeccable record of recruiting the best and brightest talent to help clients increase organizational effectiveness and goal attainment.

“Park Avenue Group exceeded my expectations in both top talent recruiting and personal support. Many recruiters will take the time to understand your needs but not all recruiters have the connections to deliver top quality candidates in a timely manner.”

GARY DELHOUGNE, SENIOR DIRECTOR MARKET ACCESS & HEALTH ECONOMICS
SMITH & NEPHEW

Why choose Park Avenue Group?

SPEED

We take the critical nature of your talent needs seriously, treating each search with the utmost priority.

QUALITY

Only candidates who match culture and specifications are presented.

PARTNERSHIP

Park Avenue Group believes in the strength of relationships built on honesty and results.

INDUSTRY INSIDERS

Our banking and medical device divisions are led by industry insiders with decades of direct experience.

INTEGRITY

We approach all searches with openness, ethics and confidentiality.

“Where’s the proof?”

We have placed over 1,500 professionals, from the top 10% ranked individual performers to executive leadership; we have a 95% success rate on all retained/engaged searches over our entire tenure.

We build and maintain relationships with the top 10% of candidates in the markets we serve allowing us to fulfill our client’s needs quickly. The moment we take on a search assignment, we know who to call.

We have a 3 to 1 best in industry interview-to-hire ratio; we are exceptionally targeted which saves our clients time and money.

92% of our candidates hired enjoy their three-year anniversary and many are promoted 2 and 3 times over the course of their career with our clients.

Explore New Horizons



Our Search Process is Broken Down into Four Parts:

ASSIGNMENT PARAMETERS

- We start with assessing our client’s needs by conducting a full analysis of the position and company culture
- Obtain complete profile of the ideal candidate
- Conduct market research, including client’s direct and indirect competitors
- Determine which targeted companies employ the types of candidates our client desires and who has the requisite skill sets and performance track record.

RECRUITING PROCESS

- We confirm the list of targeted companies and candidates with the client
- Identify “hands off” list, if applicable and/or target candidates
- In-depth interview and assessment with candidates to determine cultural fit, skill set, motivation and career goals.
- Present a short list of qualified candidates to client within 1 to 3 weeks accompanied by a full professional career overview

INTERVIEWING PROCESS

- Provide in-depth feedback on all candidates presented and communicated next steps.
- Provide results of our in-depth written reference checks to the client
- Arrange and prepare candidates & client for first interviews
- Debrief candidate & client for fit and interest
- Professionally release any candidate the client does not wish to pursue
- Consult with both candidates and clients on competing candidates and opportunities
- Arrange follow up interviews as well as discuss and mitigate any concerns and next steps
- Continue to support and facilitate the process for both the client and the candidate towards a mutually acceptable outcome

CLOSING AND FOLLOW-UP

- Verify earnings and broker offer package, ensuring satisfaction of both parties
- Deliver verbal offer to candidate and relay formal acceptance to client
- Ensure all HR documentation and processes are completed
- Consult candidate on resignation process and counteroffer issues
- Confirm start date, receipt of formal written offer, and written acceptance
- Follow up with candidate and client through the start date and help ensure a smooth onboarding process is achieved.
- Stay in touch with all parties throughout their employment.

CONTACT INFORMATION

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