



*National Executive
Service Corps*

Executive Search

Founded in 1977, the National Executive Service Corps is a 501(c)(3) nonprofit organization that provides executive search, management consulting and business advisory services to the nonprofit and public sectors.

NESC's mission is to make a meaningful contribution to our communities by strengthening the management of America's nonprofit cultural, institutional, and charitable organizations, schools, and government agencies through quality, affordable consulting services, which are donated by senior-level business people and professionals.

NESC belongs to a national network of more than twenty-five independent Executive Service Corps affiliates across the country.

NESC performs consulting and technical services in assisting organizations in the fields of arts and culture, libraries, health and human services, public and private education, religion, and government.

In addition to enhancing an organization's management effectiveness, NESC helps improve self-reliance and accountability with the goal of increased productivity and resource utilization.

The objective of each engagement is sharply defined and tailored to the specific needs of the client.

NESC is supported by philanthropic contributions and modest fees for service. All clients are asked to have a shared stake in the consulting process to assure their commitment to results.

Areas Served

Greater New York City Area
Nassau, Suffolk, Westchester Counties
Central & Soutwestern Connecticut
New Jersey

Services

Executive Search
Financial Implementation
Social Enterprise
Shared Services

Consulting

Strategic and Business Planning
Organizational Analysis
Board Development
Budgeting, Financial Systems, and Controls
Business Advisory
Branding
Meeting Facilitation
Marketing, Communications, and PR
Risk Assessment/Management



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Executive Search's primary mission is to help nonprofit organizations strengthen their management teams by finding the best executive talent for them at an affordable cost. We specialize in placing high achieving leaders.

Since NESC is a 501(c)(3) organization, we are in the unique position to understand the culture and workings of your nonprofit organization. Our experience allows us to assess and understand your needs. Our search practice is national in scope.

Many executives from nonprofit organizations and corporations and from other professions are attracted to NESC. These candidates have a broad range of talents in all key skill areas.

Our talent pool includes:

- An extensive network of nonprofit executives and organizations
- A database of executive candidates from all disciplines and levels
- Senior corporate professionals seeking career change by working in the nonprofit sector
- Active interim "Rent-an-Executive" candidates

Executive Search Strategy

Initial Research Phase and Candidate Development

- Develop Position Specification encompassing desired criteria
This is a working document that should reflect the experience and competencies required for the position and should include ideal experience and background of potential candidates.
- Develop target company list
This step encompasses extensive research on the target companies. This is a list of companies where the candidate may have been associated or employed. It may also include companies that are competitors or that have outstanding reputations in terms of product, leadership or management. This can be a most time consuming part of the search project.
- Research, identify, and contact sources and candidates
This step encompasses networking with potential candidates and sources to identify, contact, and evaluate possible candidates. The focus of these contacts is to identify outstanding prospects who have been endorsed by multiple sources and who have been identified as exceptional executives through this process of triangularization.
- Develop long list of preliminary candidates including individual Candidate Profiles
The long list will include those candidates who have been contacted regarding their availability, level of interest, and appropriateness for the position.
- Develop matrix to comparatively evaluate candidate pool
The matrix will summarize the relative personal strengths, characteristics, and experience of the identified candidates.
- Discuss and rank candidates on long list
This is a collaborative effort with the client to select the candidates best suited to the position.

Interview Process

- Candidates who have expressed preliminary interest and who appear to be qualified based on the initial conversations and valuation of experience exhibited in the resume will be interviewed in depth by NESC.
- Candidates vetted by NESC will be scheduled for interviews with client.
- Final list of candidates will be selected by the client and will be determined based on results of endorsements, interviews, relevant experience, and cultural fit.
- Throughout the interview process, NESC will work collaboratively with the client to ensure a timely and successful conclusion to the search.
- NESC will assist and advise in compensation negotiations with the candidate and the client.

Reference Checks

- Reference checks will be conducted by NESC prior to final offer and will focus on particular areas relevant to the position.
- Reference checks will include peers, subordinates, and superiors.



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Fee Structure

Professional Retainer

Our retained fee ("fee") is 20 percent of the first year's projected total salary/bonus compensation of each candidate employed, as described in a letter of employment or by the approved position specification. Projected total salary/bonus compensation includes base salary, target and sign-on bonuses and other incentive compensation.

For initial billing purposes, our fee is based on the midpoint of an estimated salary. The fee will be billed in three increments:

- First: on the start date of the engagement
- Second: 30 days following the start date
- Third: 60 days following the start date

When this assignment is completed and the first year's compensation is determined, we will reconcile our fee and send an invoice if the projected salary/bonus total compensation exceeds our initial estimate.

Expenses

We are reimbursed for only direct expenses. This is customary. These expenses are invoiced each month during the engagement. Direct expenses are the direct costs of travel, meals, hotel, etc., associated with interviewing and selection process and with visits to the client location. Each month during the course of the project, an invoice will be submitted to the client for reimbursement of these expenses.

Terms of Payment

The fee and expenses are for professional services rendered. Payment of our fee and expenses is not contingent upon the hiring of one of our candidates. All invoices are due and payable upon presentation



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Search Strategy

Face-to-Face Meeting with Search Committee

- We recommend a face-to-face meeting with the Executive Search Committee in order to present our credentials. This is critical to developing a thorough understanding of all of the client's needs and requirements. Following this meeting, we would submit a Letter of Agreement.

Refine Position Specification

- After the Letter of Agreement is approved, we would develop a draft of a position specification. Then, we would work closely with the search committee to finalize the position specification. Once completed we would start the search.

Conduct the Independent, Original Search

- We use our extensive network and independent, original, thorough research. We do not use advertising job boards or other online job postings.
- The entire process normally takes three to four months until the candidate starts work.

Identify Candidates

- Within the first three to four weeks, we will research and identify a dozen or so interested and interesting candidates.
- Each candidate will be triangularized, or endorsed by at least three primary sources. We never just send resumes; all candidates are thoroughly vetted before we submit their resumes.

Present Evaluation of Candidates

- After the client selects the preferred candidates from this initial list, we will interview them and prepare a written evaluation.
- The client and the Executive Search Committee will interview the finalists and make their selection.

Conduct Reference Checks

- We will conduct extensive 360° reference checks with former superiors, peers, and subordinates.

Negotiate Offer

- NESCS will work with the client and the Executive Search Committee to prepare, present and negotiate the offer.



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Nonprofit Search Experience*

Organization

American Hospital Publishing Company, Inc.

American Management Association (AMA)

American Newspaper Publishers Association

Arc of Somerset County

Amnesty International, Inc. USA

Amyotrophic Lateral Sclerosis Assn, NY Chapter

Asia Society

Board of Education for New York City

Boscobel Restoration, Inc.

Beth Abraham Family of Health Services**

Center Light Health Services**

Community Access

Goodwill Industries Inc., Greater NY and No. NJ

Interchurch Center

Helene Fuld College of Nursing

JABA

Jewish Home and Hospital

John S. and James L. Knight Foundation

Johns Hopkins School of Hygiene and Public

Johns Hopkins University

Jawonio, Inc.

Lott Residence/SFDS

Museum of Television and Radio

Position

President

Chief Financial Officer

President and Chief Executive Officer

Senior Vice President, Global Marketing

President and Chief Executive Officer

Executive Director/CEO

Deputy Executive Dir. of Finance and Administration

Executive Director/COO

Chief Financial Officer

Executive Director, Global Corporate and Institutional Relations

Chancellor, New York City School System

President/CEO

Board members (5 C-Level)

Board members (9 C-Level)

Board members (3 C-Level)

Board members (1 C-Level)

VP Director of Development

President/CEO

Chief Financial Officer

Director of Development

Director, Upper Division Baccalaureate Program

President/CEO

SVP Human Resources

Chief Executive Officer

Senior Associate Dean Health

T & E Director of Security

Vice President Human Resources

Deputy Executive Director [COO]

CFO/COO

Vice President & Director, Media Center

Vice President Los Angeles

Vice President, Treasurer, Chief Financial Officer



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Organization

Meals on Wheels of Rockland County
Morningside Heights Housing Corporation
National Assn for the Specialty Food Trade
National Geographic Society

National Hockey League
New Orleans Jazz and Heritage Foundation
Newspaper Association of America
Newspapers First
New York Foundation for the Arts
Operation Homefront
Polytechnic University
Poynter Institute for Media Studies
Public Broadcasting Service
QED Communications Inc.
Queens Library
Ross School

South Street Seaport Museum

St. Petersburg Times
SIB&T Foundation
William T. Morris Foundation
World Education Services

Position

Executive Vice President/COO
General Manager (2)
President/COO
Chief Financial Officer
Executive Vice President
President and Chief Executive Officer
SVP, Fulfillment & Membership Services
Vice President Information Systems
Vice President of Internal Audit
Vice President Broadcasting
Executive Director/CEO
President and Chief Executive Officer
President and Chief Executive Officer
Controller
CEO/President
Director of Marketing and Communications
Chief Executive Officer
President and Chief Executive Officer
President
Director of Marketing & Communications
Chief Financial Officer
Director of Academic Affairs
Director of Development
Director of Education
Director of Circulation
Program Officer
Board Members (4)
Board Member (2)
Chief Marketing Officer
Director of Information Systems & Technology
Director Finance & Administration
Director of Human Resources
Board Member (1)

* Combined Search experience of Marv Berenblum and Paul Barrett

** Beth Abraham Family of Health Services rebranded as Center Light Health Services



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Marvin B. Berenblum

Marvin B. Berenblum joined National Executive Service Corps in June 2003 as President and Chief Executive Officer. He became Chairman and CEO in June 2005. He stepped down from Chairman in 2013, and continues as Chairman Emeritus and CEO.

He came to NESC after 14 years with the search firm of Heidrick & Struggles, where he was Area Managing Partner with oversight for the New York, Wall Street, Philadelphia and Greenwich offices. He was also Chairman of Heidrick's Quality Council, which focused on the quality of the services that were offered to clients globally. Prior to joining Heidrick & Struggles in 1989, he served as Senior Vice President for Human Resources and as a member of the Operating Committee of the media company KnightRidder, Inc.

In his earlier career, Mr. Berenblum was associated with Continental Grain Company as Senior Vice President for Human Resources and as a member of its Board of Directors. He previously was associated with Exxon and Cummins Engine Company in human resources-related assignments.

Mr. Berenblum graduated from Yale University with a Bachelor of Arts degree in American Studies, and received a Master's degree in Industrial and Labor Relations from Cornell University, where he was awarded a Teaching Fellowship with a concentration on the Bill of Rights. He also completed the Advanced Management Program at Harvard Business School.

He is a prior Director of the Carter-Day Corporation, a Fellow of the Aspen Institute, and a life-long member of the Greenwich Boys and Girls Club, having served as President of its Board. Previously, he was President of the Yale Alumni Association of Greenwich, Chairman of its Alumni Schools Committee, and President of the Yale Glee Club Associates. He now serves as Chairman of the Greenwich Center for the Arts, as a member of the Board of Governors of the Association of Yale Alumni, and as a Trustee of the Connecticut Anti-Defamation League.

Mr. Berenblum is a recipient of the 2007 Daniel R. Ginsburg Humanitarian Award from the Anti-Defamation League.



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Paul S. Barrett

Paul S. Barrett joined National Executive Service Corps as Senior Vice President of Executive Search in 2002. He has over 30 years of successful executive-level marketing and client service management experience.

Mr. Barrett started his career in Brand Management with the General Foods Corporation and the Warner Lambert Company. He has served as Senior Vice President Group Account Director for major integrated communications companies. During his career, he was responsible for leading the development of breakthrough strategic marketing and communications programs for over 100 different brands and organizations, ranging in size from Fortune 100 corporations to small companies.

Some of Mr. Barrett's clients include leading healthcare and pharmaceutical companies such as Novartis, SmithKline Beecham, and Pharmacia and Upjohn; major corporations like Ford Motor Company, Panasonic Industrial Company, and Sunoco; companies such as PSINet, Foot Locker, Lady Footlocker, O. M. Scott Lawn Products, and Lladro USA; plus nonprofit organizations such as The Special Olympics, Junior Achievement, and The Michigan Opera Theater.

Prior to joining NESC, Mr. Barrett headed the NY Office as a Partner in an Executive Search firm which specialized in placing senior marketing executives. He has a talent for identifying high achievers who have the skills to make a difference and for selectively placing these senior leaders in targeted situations.

Mr. Barrett is a graduate of Lafayette College where he received a BA in History with a minor in Economics, and of the Wharton Graduate School of Business where he earned an M.B.A. in International Business and Marketing.

He is a Board member of the William T. Morris Foundation. He was member of the Executive Committee for the Lafayette's New York Alumni and the Marketing Director of the Reunion Planning and Fundraising Committee. He was an Elder in the Matawan Presbyterian Church and Vice Chairman of the Financial and Education Planning Committees and served on the Pastor Search Committee.



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