



About ZRG

Founded in 1999, ZRG is a Global Talent Advisory firm with an information and data-driven approach. The parent company, ZRG Partners LLC, is headquartered in the New York City area and is privately held and incorporated in the United States. ZRG is financed by private equity; the current investor is RFE Investment Partners

ZRG was established as an innovator in the executive search field, blending traditional best practices in recruitment with information and analytics. The firm has an array of proprietary tools for project management and the selection and evaluation of executive talent. Recently with the addition of Walking the Talk, a leading Strategy Consulting firm focused on Culture Advisory, ZRG catapulted itself into the world of Strategy Consulting.

ZRG combines the expertise of more than 120 Managing Directors with a robust candidate research and recruitment team. With over 400 employees and more than 28 offices in North America, South America, Europe, Asia Pacific, and Middle East/North Africa, ZRG offers sector and region-specific expertise along with international reach.

The business is a company employee model, not a network, franchise, or affiliation model. This has opened doors to global agreements with leading brands and exciting growth across the platform. In 2019, ZRG acquired both Holker Watkin, specialists in Strategy and Transformation, and the Toft Group which focuses on venture capital level healthcare and medical technology. In 2020, ZRG acquired Turnkey Group, specialists in Sports and Entertainment Recruitment. Both Sucherman Group and Walking the Talk were acquired in 2021. Sucherman focuses on the media, advertising, and public relations sectors. Walking the Talk is a globally respected corporate culture consultancy.

This growth through prudent acquisition has been the benchmark of ZRG Partner's history over the last ten years.

**\$140+ Million
in Revenues**



**Fastest Growing
Global Search
firm 2 of the
past 4 years**



**350+ Teammates
around the
world**



**Strong Financial
Backing.
2 PE firms and
Pension Fund**



**Tech Enabled
and Data
Driven
Delivery**



**Global work
completed
in over
35 countries**



**Some well
known clients**



**Partnering with
Top PE firms,
family offices
and sponsors**



**Aligning with mission
driven organizations
and market disruptors**



About ZRG Academy

ZRG Academy is an industry leading Talent Solutions Rotation Program, open to college students graduating in December of 2021, and May of 2022. This 20-month program will provide an immersion into the world of Advisory and Consulting focusing on Executive Search, Human Capital Consulting, Culture Consulting, and growth strategy. The program will offer a comprehensive onboarding, including an immersive "business bootcamp" teaching participants bottoms up fundamentals, followed by three 6-month assignments in different parts of the firm. The rotation program will have interspersed advanced training assignments and immersive experiences. Members of the 2022 Cohort will have an opportunity to work on projects within the Research, Recruiting, Knowledge Management, Marketing and Human Capital Consulting functions.

This role will have a high level of visibility to management. All rotation trainees have dual reporting directly into the Chief Human Resources Officer and the Chief Revenue Officer of the firm. Rotation trainees will also have a Managing Director sponsor, a program buddy, and a formal mentor within ZRG, all of whom are completely committed to this program's success. Trainees will be afforded a broad set of experiences designed to prepare each participant for a permanent role within the company. Upon successful completion of the program, successful trainees will progress into the target role of Associate within one of our practice groups at ZRG; some trainees may earn a permanent role within Research, Knowledge Management, Marketing, or our Consulting division.



PROGRAM HIGHLIGHTS:

The program consists of initial onboarding training (Boot Camp), followed by three separate 6-month rotations across various functional areas, punctuated by 3 weeks of intermittent training sessions with their entire Academy Cohort.

Exact rotations are based on departmental needs and will vary by location.

Rotation locations are our offices at Rochelle Park, NJ; Atlanta, GA; Chicago, IL, Cleveland, OH.

Challenging work assignments will be given under the guidance of leadership.

Development opportunities will include workshops and roundtables with senior executives.

Trainings will focus on critical thinking, adaptability, collaboration, and leadership skills.

You will be offered mentorship and guidance from experienced professionals across functions.



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ASSIGNMENT OPTIONS:

Research:

In Research, the foundation of Executive Search, you will learn by:

Developing a research strategy, building target candidate lists, leveraging proprietary and outsourced technology solutions, querying databases and generating candidates for outreach.

Synthesizing market intelligence and sharing feedback with the search leaders to inform ZRG Clients of the talent market.

Developing advanced research techniques and approaches that will elevate your understanding of competitive intelligence and market analysis.

Marketing:

In Marketing, you will focus on brand awareness and integrity while also serving as a key role in building business development pipelines throughout the firm by:

Working with the Lead Generation team to identify prime business targets based on market intelligence and key trigger events for several practice areas across the firm leveraging our library of research platforms.

Assisting in the build-out of market focused, targeted content driving our high-value new business opportunity pitch presentations.

Working alongside our Marketing Content Producer and the team to assist with strategy and research for practice group thought leadership content development.

Recruiting:

In Recruiting, you will participate in the entire lifecycle of the Executive Search process, including:

Writing and developing the candidate campaign strategy, screening and interviewing potential candidates, and drafting client write-ups.

Utilizing and eventually mastering ZRG's proprietary technology, Zi, a toolkit that unlocks value for clients and leads to better hiring decisions.

Participating in client status calls, client meetings, workshops and other working sessions.

Knowledge Management:

In Knowledge Management, you will learn how to capture, manage, and share information in order to increase efficiency and productivity by:

Collecting, analyzing, and organizing company-specific data and tools to facilitate business development across the firm.

Interacting with clients on a variety of projects designed to support our practices.

Conducting extensive market research, driving for new insights that can be translated into intellectual property, such as industry research, newsletters, and white papers.

Strategy and Cultural Consulting:

In ZRG's consulting subsidiary, Walking the Talk, you will learn about creating value for clients at the intersection of strategy and culture by:

Diagnosing culture issues, working directly with CEO's and Walking the Talk's Directors.

Interacting with internal clients driving analytics, diagnostics, leveraging proprietary tools and capabilities, while also driving "boots on the ground" initiatives like client workshops.

QUALIFICATIONS:

Bachelor's degree required; work experience preferred.

Strong communication skills, both written and verbal.

Excellent analytical and problem-solving skills.

Ability to research, organize, and analyze data.

Collaborative; enjoys working in a team environment.

Ability to persuade and influence.

Highly adaptable and flexible.

Strong interpersonal skills with the ability to build relationships and interface effectively with all levels of the organization.

Strong Microsoft Office (Excel, Word, Access, PowerPoint) skills.

Legal authorization to work in the US.

