



role

Analyst, Executive Recruiting

location

Philadelphia Metro Area (HQ)
San Francisco, CA

Are you interested in being surrounded by growth-minded, high-achieving individuals who are committed to disrupting the executive search industry? Do you want exposure to executives and future executives at high growth companies backed by top venture capital and private equity firms? Do you want to control your career development and have access to structured mentorship from some of the best executive recruiters in the country?

about the program

True's full-time analyst program serves as a foundation into executive search. Analysts are provided with structured training in executive search in a series of three components: a six-week core training curriculum, followed by two functional search practice rotations. During each rotation, analysts are fully integrated into True's search teams and play a critical role on live searches. Analysts receive dedicated mentorship from True's top leaders and develop business skills in research, communication, critical thinking, project & client management, and team collaboration. In addition to learning about a career in retained search, analysts gain exposure to a number of fast-growing companies impacting a variety of industries. Within one year, analysts are prepared to transition into an associate role and then permanently placed within a dedicated practice.

what you'll do

With a focus on the "Anatomy of a Search", analysts learn the fundamentals of an executive search process and work closely with business managers, associates, principals, and partners to:

- Learn the stages and best practices of search process
- Practice, develop, and hone hard and soft skills critical to a successful search
- Master an understanding of the most innovative growth companies and their business leaders
- Shadow associates to observe their day-to-day functions and participate in crafting search strategies
- Conduct detailed research projects and database maintenance that directly impact client deliverables
- Identify and manage qualified candidates, and present them to the search team
- Develop industry and/or functional expertise by staying current on news and trends

who are you

- Undergraduate student graduating between Spring 2022
- Successful in pursuits (academic excellence, leadership opportunities, commitment to community, etc.)
- Self-motivated with the ability to work independently; strong work ethic and agile problem solver
- Organized and able to manage multiple projects
- Strong communicator with an ability to easily establish trust
- Altruistic and team-oriented - willingness to put others before yourself

about true

True is one of the fastest-growing organizations in the talent advisory space; a global platform of companies that optimizes value creation by placing executive talent, developing business leaders, creating diverse and inclusive networks, and using innovative technology to advance executive talent priorities. Our clients include forward thinking brands backed by leading Venture Capital and Private Equity firms as well as established public organizations.

Select clients include: Casper, BuzzFeed, Spotify, Shake Shack, Warby Parker, and more!

With offices in North America, EMEA, & APAC, our team of industry and functional experts leverage their deep networks to connect companies with leading talent to transform businesses and industries. True has experienced a 30%+ annual growth rate across the past 5 years, and was recognized as a [2021 Best Place to Work](#) by Inc. Magazine.

True was founded on the belief that doing good is the pathway to doing well. Our growth and success are a by-product of our values—treating people right, listening to new ideas and keeping culture at the heart of our business.