

# Valerie Frederickson & Company

Human Resource Management and Executive Search Consulting  
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Below is an updated list of our current HR searches, and a sample of our available HR candidates. We are thrilled to be conducting a high level HR search: a SVP of International HR with a cash compensation package around \$360,000, plus significant equity and relocation from anywhere in the world. As always, your networking assistance is greatly appreciated in assisting us to find both new candidates, and new clients. If you have worked with any excellent folks in the past who are currently available and actively looking, please feel free to forward them this email. For your non-HR friends and relatives, we've included at the bottom of the list a short description of some of our other current retained searches. This month, we would like to thank Gary Wimp, VP HR at Interwoven, for referring us a new client. If you would like to be added or removed from our list, please email my Office Manager, Vickie Rivera, at [Vickie@vfandco.com](mailto:Vickie@vfandco.com) or give Vickie or me a call directly at (650) 614-0220.

Take care, Valerie

## Featured HR Candidates:

**International Vice President, Human Resources** – Leader in HR with over fourteen years experience in high technology Silicon Valley companies, including work as an executive HR consultant for one of the Big Five. Committed, highly focused and motivated in her field. Has spoken at HR conferences regarding successful management of M&As, is a strategic partner in large organizational re-design, and has managed global staffing from front-line to executive levels. Boundless abilities in all areas of HR. Pursuing certification as a Certified Compensation Professional as an enhancement to her experience in design and implementation of organization-wide performance management and competitive compensation programs.

**Human Resources Manager** – PHR with six+ years of experience in telecommunications and e-Commerce companies. Excellent ER management skills. Strong staffing abilities in both technical and non-technical areas. Created HR function for a start-up. Has proactively managed through organizational change and achieved maximum employee retention.

**Staffing Manager** – Seven+ years of progressive recruitment and staffing experience on both the agency and in-house sides, with a cutting-edge, strategic approach to managing and motivating recruiters to perform. Excellent track record in ramping up organizations; staffs with retention in mind; and has strong employer branding abilities.

On the consulting/contracting side we have many technical Contract Recruiters (available 30+ hours/week), highly qualified Compensation and Benefits Specialists, Career Development/OD specialists, International HR Strategic Planning Consultants, OFCCP audit experts, and numerous excellent VPs of HR available for projects.

## HR Searches:

### **HR Search #401 – South Bay**

**International Senior Vice President of HR** who will serve as senior business partner for a high profile, fast growing international technology company (new client). As the right hand to the CEO, the senior executive will develop and lead global human resource management strategies related to the rapid international expansion of this division, such as M&As (extensive experience in both due diligence and integration activities), global workforce planning, human capital acquisition and deployment, international e-cruitment, global compensation strategies, international senior leadership development, change management, and organizational development. Candidates should also have substantial experience providing executive level counseling, coaching, training and development, and internal consulting. Salary, bonus, equity, and international relocation.

The ideal candidate should possess a proven track record of building, mentoring and motivating large multi-site, global high tech organizations, and a minimum of 15 years of executive-level international Human Resource management experience. This internationally renowned HR superstar will have a well-respected track record producing outstanding results in a dynamic, fast-paced, multi-cultural environment. Ideally this candidate will be a decisive, focused and aggressive executive who is driven by a passion for success through collaborative efforts. Ph.D., MBA, MSOD or equivalent; an undergraduate degree in a relevant discipline (BS/BA Organizational Development, Human Resources Management, or Business Administration); and an international HR certification such as SPHR, is preferred.

Please email your resume to Olga Ocon at [olga@vfandco.com](mailto:olga@vfandco.com) and reference search #401

### **HR Search #402 – South Bay**

**Global Mobility Manager** will lead the creation and development of programs and process for in-pat and ex-pat programs worldwide for a global high tech company (new client). S/he will be responsible for managing a team of three or more professionals to coordinate the operations of relocation, cultural orientation and tax considerations for the Americas Region of Global Assignment Services. The position and the Global Assignments Team counsel expatriates to/from the Americas Region on all issues related to their temporary expatriate or inpatriate assignments.

The ideal candidate should possess a proven track record of providing training to staff/internal customers in the appropriate use of visas and permanent residency applications to ensure compliance with INS regulations. S/he will take the direct outside service providers, orientations, relocation assistance, education consulting, cultural orientation, language, education, housing, tax and Visa issues. S/he will work with third party providers for domestic and international relocation services. The position demands heavy interface with payroll, benefits and outside service providers.

Please email your resume to Olga Ocon at [olga@vfandco.com](mailto:olga@vfandco.com) and reference search #402.

### **HR Search #403 Mid Peninsula**

**Training Manager**, mid Peninsula, for large, publicly held software company. Background in training and development, OD, curriculum development and delivery, and internal consulting. Please email your resume to Joyce Irby at [joyce@vfandco.com](mailto:joyce@vfandco.com) and reference search # 403.

Candidates for our executive searches are welcome to contact us by sending their resumes to [recruiting@vfandco.com](mailto:recruiting@vfandco.com). They should note "HR Laundry List" in the header to get priority attention.

### **Executive Searches:**

**Partner, Two Managing Directors and two Managers** for a growing business development team of the nation's leading Big 5. Responsible for capital raising, corporate finance, M&As, and the ensuing integration. Must possess a strong network of contacts in Silicon Valley. Established

relationships in the Internet and media industries would be highly desirable. Base of \$150k-\$200k with income potential of \$600k. Partner track within two years. MBA, or equivalent and an undergraduate degree in Finance (BS, BA). Experience in investment banking, corporate finance and or a background in financial analysis are required. Former CEOs and VPs of failed dotcoms with backgrounds in JVs and M&As will be highly considered (San Francisco). Please email your resume to Olga Ocon at [olga@vfindco.com](mailto:olga@vfindco.com) and reference search #404.

**Director of Business Development/M&A** with over 10 years of international experience in deal making needed for international technology firm. Extremely high profile, rapid growth opportunity for aggressive, polished, experience deal maker. Background in engineering, finance, or related fields, plus MBA and international experience preferred. Fluency in multiple foreign languages helpful. Please email your resume to Olga Ocon at [olga@vfindco.com](mailto:olga@vfindco.com) and reference search # 405.

**Controller/CFO** quite senior, board-level presence, internationally sophisticated, with heavy M&A global manufacturing background needed. Please email your resume to Olga Ocon at [olga@vfindco.com](mailto:olga@vfindco.com) and reference search #406.

**Director of Product Development** for with a top-rated e-business applications development company. BS/MS in computer science and familiarity with Internet and e-Commerce are required. Knowledge of business processes practices in procurement, online auctions, logistics and /or related functional (Palo Alto). Please email your resume to Olga Ocon at [olga@vfindco.com](mailto:olga@vfindco.com) and reference search #407

**Director of Product Management** for an e-business applications development company. CS/EE technical background and seven years in product management with experience in B2B procurement and applications desired. Knowledge of business processes/practices in procurement, online auctions, logistics (Palo Alto). Please email your resume to Olga Ocon at [olga@vfindco.com](mailto:olga@vfindco.com) and reference search #408.