

Dear Friends:

We have a number of HR searches going on, and could use your networking support. If you have worked with any excellent HR folks who are actively looking and currently available, kindly forward them this email. Also, please note that we are moving to beautiful new offices on March 17, 2000. Our new address will be 800 Menlo Avenue, Suite 220, Menlo Park, CA 94025. Our phone and fax remain the same. Phone: 650 614-0220, and fax 650 614-0223. My email will remain the same at Valerie@vfandco.com. 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.

Thank you, and best of luck for a wonderful 2000.

Valerie

HR Search #206

International VP of HR for high profile, heavily funded, San Francisco based global organization that is leading the way Internet companies expand internationally. Take a role as a senior executive in this company and truly put your mark on it, as you build the company and your team. In addition to having significant experience running HR for global organizations, individual should also have experience producing international HR strategic plans for client companies, recruiting superstar senior executives for international assignments, and be able to discern who will be successful in international expatriate work. Please email your resume to recruiting@vfandco.com and reference HR Search # 206

HR Search #206B

International Director of HR for a unique, interesting global products exchange for a fun industry segment. Please have both topnotch international HR strategic planning abilities, and hands-on international HR experience including compensation and benefits, hiring, etc. Company has very sophisticated and serious yet nice management team.

Please email your resume to recruiting@vfandco.com and reference HR search #206B.

HR Search #207:

HR Manager (contractor or full-time employee) with solid recruiting background needed for a San Francisco-based startup in the children's Internet science and technology education and entertainment field. Company is currently securing its second round of funding, has approximately 10 employees, and needs to quickly ramp up. Here's your chance to put your mark on a company from the beginning. Help design the company's organizational chart, set up and run HR and recruiting, develop and mentor the existing employees, and help mould the company's culture. They have a great new CEO in place from the entertainment industry and have already formed alliances with national and international leaders in entertainment and education.

Email resume to recruiting@vfandco.com and please reference HR Search #207.

HR Search #208:

HR Manager/Director (full-time preferred, contractor OK) needed for a Business-to-Business vertical e-commerce Internet software startup located in Mountain View. Manage all recruitment efforts, including supervising all recruiters, designing and implementing an aggressive online recruiting presence, and designing and implementing an HR strategy.

Company is in the process of expanding from 10 to 100 employees, and needs someone fast, flexible, intense and fun (a “gamer”) to really roll up their sleeves and run HR. Company is venture funded, and is currently turning away Blue Chip strategic partners for Series B. Please email your resume to recruiting@vfandco.com and reference HR Search #208.

HR Search #209

HR Business Partner/HR Manager needed for an internationally renowned, successful, stable, publicly held, 600 employee, professional consulting firm located on the mid-Peninsula. Provide HR strategic consulting to internal clients who are the company’s practice leaders, most of whom have Ph.D.s and are leaders in their particular fields. In addition to learning the Business Partner model of HR, assume management level responsibilities for two recruiters and an HR administrative assistant, and be a team player in a small, highly educated, sophisticated HR department. Tuition reimbursement is available to pursue your masters.

Please email your resume to recruiting@vfandco.com and reference HR Search #209.

HR Search #210

International HR Consultant (part-time, long term, could be full-time) desired for a San Francisco based global startup in a fascinating new international market space. Provide both international HR strategic consulting and hands-on practical implementation including international employment offers, benefits, payroll, etc. Good contacts in expatriate consulting helpful.

Please email your resume to recruiting@vfandco.com and reference HR search #210.

HR Search #210B

Director of HR for the mid-Peninsula-based independently run, internationally reknown research lab of a large high tech company. Know what it takes to recruit and retain top engineering talent, and be able to persuasively represent Silicon Valley to HQ.

Please email your resume to recruiting@vfandco.com and reference HR search #210B.

HR Search #211

Nine **technical contract recruiters** needed for five companies located from San Francisco through Mountain View. Be experienced in Internet-based technical recruiting, and able to hit the ground running sourcing and developing candidates for some of the hottest Valley startups. These company’s industries range from entertainment/education through etailing to software. Compensation may be arranged to be a combination of cash and equity, and working on/offsite and part/fulltime an option.

Please email your resume to recruiting@vfandco.com and reference HR Search #211.

Non-HR Searches:

We are currently conducting many other searches, and would appreciate any referrals. These candidates are very welcome to simply contact us at recruiting@vfandco.com. Thanks again!
CTO; CFO; VP Engineering; VP Marketing; VP Business Development; VP Sales; VP Operations; Director, Marcomm; Director, Channel Management; Director, Web Strategy; Director, Product Marketing; Project Manager