



## FREDERICKSON PARTNERS NEWSLETTER

# July

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## LETTER FROM VALERIE

Valerie Frederickson  
Founder & CEO

Dear Friends,

An effect of the Black Lives Matter protests is that many CEOs have publicly affirmed a commitment to diversity. This has caused a big uptick in companies budgeting for diversity and inclusion (D&I) hiring. How can HR harness this momentum for change? Overall, we see three key steps for businesses to take to effect real D&I improvements:

- **Set measurable goals and insist on specific processes and procedures to achieve a more diverse workforce.** What exactly will your TA team do differently? Ask me for my D&I checklist if you need one.
- **Focus on metrics but don't forget attitudes and bad habits are hard to break.** Constantly audit your D&I practices within every aspect of HR and increase unconscious bias training and other learning for executives.
- **Put a strong focus not just on the 'D' (diversity) but on the 'I' (inclusion).** While diversity hiring focuses on raising demographics, "inclusion" addresses a company's culture and making employees feel that it's okay to be different. No more Old Boys Club, New Boys Club, Girls Club or other traditions that exclude.

We'll be increasing our focus on helping companies recruit D&I leaders--[see the news here](#) and **stay tuned for more.**

Meanwhile, enjoy news on latest active HR executive searches and thoughts on Covid-19 as we continue to work through the pandemic, while finding ways to enjoy your summer.

Take care,  
Valerie

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[www.fredericksonpartners.com](http://www.fredericksonpartners.com)

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## SAMPLE CURRENT HUMAN RESOURCE EXECUTIVE SEARCHES

### Fintech

ROLE: CHRO  
LOCATION: Northeast



### Pre-IPO Company B2C

ROLE Chief People Officer  
LOCATION: Detroit, MI



### Famous VC Firm

THE ROLE: Head of People  
LOCATION: Menlo Park, CA



### Artificial Intelligence

THE ROLE: Chief People Officer  
LOCATION: San Francisco, CA



### Biotech

THE ROLE: SVP Human Resources  
LOCATION: San Diego, CA



### Edtech

THE ROLE: Head of People  
LOCATION: Silicon Valley, CA



### Confidential

THE ROLE: Head of People. Enterprise  
Software  
LOCATION: New York, NY



### Constructiontech

THE ROLE: VP Total Rewards  
Global HR Operations.  
LOCATION: Scottsdale, AZ or multiple  
locations in Texas



### Fintech

THE ROLE: VP Compensation  
LOCATION: São Paulo, Brazil



### Semiconductor

THE ROLE: VPHR Global Business  
Partners. Semiconductor  
LOCATION: Fremont, CA



### Enterprise Software

THE ROLE: Senior Director, HRBP.  
Enterprise Software  
LOCATION: San Mateo, CA



### Fintech

THE ROLE: HRBP  
LOCATION: Mexico City, Mexico



### Fintech

THE ROLE: HRBP  
LOCATION: Chicago, IL



### Fintech

THE ROLE: Global Head of  
Compensation  
LOCATION: São Paulo, Brazil



### Financial Services

THE ROLE: Multiple Senior HRBPs  
LOCATION: Upper Midwest



<p><b>Confidential</b></p> <p>THE ROLE: Head of Compensation LOCATION: San Francisco, CA</p> 	<p><b>Consumer Goods</b></p> <p>THE ROLE: Head of Diversity and Inclusion LOCATION: San Francisco, CA</p> 	<p><b>Fintech</b></p> <p>ROLE: CHRO LOCATION: San Mateo, CA</p> 
<p><b>Venture Capital</b></p> <p>THE ROLE: Head of People LOCATION: Menlo Park, CA</p> 		

**SAMPLE RECENTLY COMPLETED HR AND PEOPLE SEARCHES**

<p><b>SOFINNOVA</b></p> <p>ROLE: VP Human Resources LOCATION: Menlo Park, CA <b>CLOSED</b></p>	<p> <b>MARQETA</b></p> <p>ROLE: Chief People Officer LOCATION: Oakland, CA <b>CLOSED</b></p>	<p><b>GRAIL</b></p> <p>ROLE: Director Talent Acquisition LOCATION: Menlo Park, CA <b>CLOSED</b></p>
<p> <b>CAA</b> Creative Artists Agency</p> <p>ROLE: Director/Senior Director HRBP, IT and Finance LOCATION: Los Angeles, CA <b>CLOSED</b></p>	<p> <b>COMCAST</b></p> <p>ROLE: SVP of Human Resources LOCATION: Philadelphia, PA <b>CLOSED</b></p>	<p> <b>NetApp</b></p> <p>ROLE: Head of Diversity, Inclusion and Belonging LOCATION: Sunnyvale, CA <b>CLOSED</b></p>

**SAMPLE BEST OF THE REST HR SEARCHES**

<p>ROLE: HR Director <a href="#">Dascena</a> LOCATION: Oakland, CA</p>	<p>ROLE: Senior Director Human Resources <a href="#">AutoRabit</a> LOCATION: San Ramon, CA</p>	<p>ROLE: Directors of HR <a href="#">Opswat</a> LOCATION: Tampa, FL or San Francisco, CA</p>
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ROLE: Human Resources Business Partner (HRBP)  
[Roblox](#),  
LOCATION: San Mateo, CA

ROLE: Director of People  
[Mammoth Biosciences](#)  
LOCATION: San Francisco, CA

ROLE: Head of People Operations and Strategy  
[JustAnswer](#)  
LOCATION: San Francisco, CA

ROLE: Director of Human Resources  
[PremiseData](#),  
LOCATION: San Francisco, CA

ROLE: Head of People  
[NoRedInk](#)  
LOCATION: San Francisco, CA

ROLE: Vice President of People  
[Valimail](#)  
LOCATION: San Francisco, CA

## THE COVID CORNER

Four months into the virus and my biggest concern is, 'Are the schools safe?' It's something I've spent hours contemplating: Should I risk the virus and send the twins to school in the fall? Will the schools even open? How can I give the kids a good fifth grade experience if they can't physically go to school? How should I handle their socialization needs and loneliness as the virus surges?

**Most parents are asking the same questions**, and many who are reading this can relate to what a bad time the Frederickson household had with distance learning, or as I called it, "Fake School." My 10-year-olds simply don't do good work unless they have a teacher. They're bright and well behaved (when they're not with me) but if they can get away with writing a one-sentence essay, they will.

To solve this, I have formed a mini school for the fall, and invited some safe, social distancing neighbors with fifth graders to join. I've hired a very smart, furloughed children's drama teacher from an Ivy League school. We'll use our district's distance learning curriculum, augmented with nature hikes and hopefully skits and plays.

I feel a huge relief that it's all arranged and am now doing some Zoom meetings teaching other families how to design their own mini-schools and how to select, recruit and manage their own teachers.

**If you have unemployed, recent college graduates** who remember fractions and who like kids, you might suggest that they post on NextDoor that they'll be available to do something similar. Private teachers might become the most in-demand job of Covid.

Apart from that, the twins and I have been swimming and boating in anything wet and muddy where we can social distance: lakes, rivers, swimming holes, our pool, the bay. For me, Covid is much easier when I have sunshine and can get wet.

**Wishing you a great summer break and time to enjoy (safely).**



**This month's quarantine photo:**

ME supervising a social distancing play date. My kids think I'm really fun. Not.