

# Sanford Rose Associates® – Amherst

*Finding people who make a difference®*

## Experience and Success

### **Our Focus & Commitments to Clients:**

Sanford Rose Associates® - Amherst is a specialized Executive Search firm committed to filling mid-level and executive technical management positions within Automotive, Energy and Chemical companies. Founded in 1959, the Sanford Rose Associates® network serves the global needs of corporate clients from over 60 worldwide offices.



At Sanford Rose Associates® - Amherst, we are dedicated to helping our clients achieve success by filling their key openings with the best talent with a special focus on Research & Development professionals. We excel in completing exclusive search assignments across all functional areas including:

- C-level
- Marketing Sales & Business Development
- Research & Development
- Product Design & Engineering
- General Management & Operations



**Sanford Rose Associates®**

EXECUTIVE SEARCH

### **Sanford Rose Associates® – Amherst**

Dinesh V. Parekh, CPC

President

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## Our Process

### Dimensional Search®

Sanford Rose Associates® search consultants use the proprietary Dimensional Search process which sets us apart. It is a “multi-dimensional” process that matches:



- The Client’s “expectations” with those of the candidate, such as title, compensation, relocation and amount of travel required
- “Technical requirements,” such as education, relevant industry experience and managerial experience with the candidate’s relevant background and experience
- “Cultural fit” of the company with the candidate’s experience and success in similar cultures and/or his likely adaptability to the company’s culture
- “Chemistry” between the candidate and hiring manager as well as the candidate’s attributes to the subjective traits required in the Position Profile
- How “translatable” the candidate’s experiences and capabilities are to the company’s expectations with respect to responsibilities and major projects



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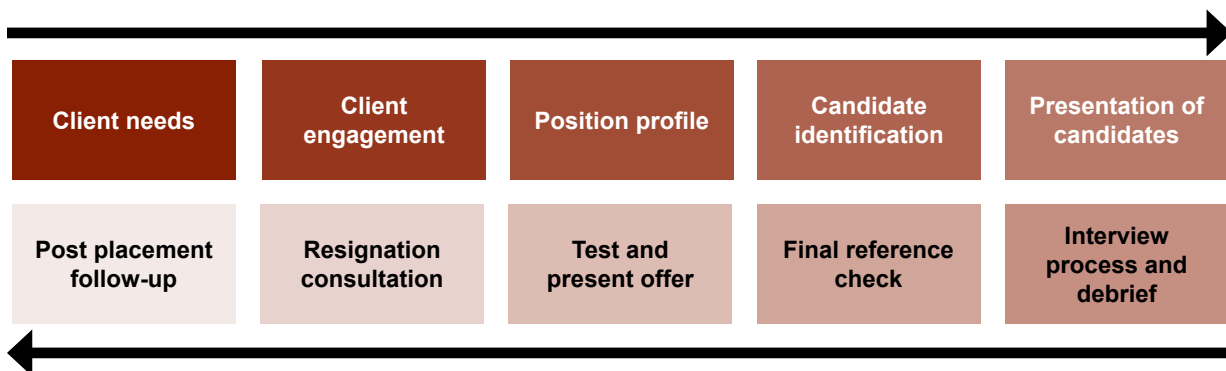
## Competitive Advantage

### Key Differentiators:

- **Our Successful Track Record** - Over the past 15 years, successfully placed several hundred executives and technical professionals in small to large companies. Over 50% of our business is repeat business
- **Our Specialization** - Specialize in mid-level to executive-level search assignments, specifically in the Research and Development, Engineering and Operations functions
- **Our Client Focus** - Single minded focus on satisfying clients' talent acquisition needs. Provide timely communications and guidance throughout the search process
- **Our Industry Experience** - Over 25 years of combined experience in the automotive, energy and chemical industries. Ongoing contacts with the key players in each industry
- **Technology** - State-of-the-art recruiting and CRM software plus worldwide networking capability
- **Our Global Reach** - Global reach in over 40 countries through the Sanford Rose Associates Network's partnership within the International Executive Search Federation (IESF)

### The Steps We Take

Once we have an agreement in place with your Company, we will consistently follow the steps outlined below. By following the detailed 32-Step Dimensional Search® process we ensure a strong commitment to detail and rigorous conformance to the highest level of ethical standards.



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## Dinesh Parekh, CPC - President

Dinesh Parekh is the President of Sanford Rose Associates® - Amherst, an executive search firm which he founded in 1997. It is one of the top performing search firms within the Sanford Rose Associates® network of over 60 offices, focused on filling middle and senior-level management openings within Automotive, Energy and Chemical companies.

Since starting Sanford Rose Associates® - Amherst, Dinesh has placed several hundred executives, managers, and research and engineering professionals in the automotive, energy and chemical industries. In addition to his executive search expertise Dinesh has more than twenty-five years of technical management, international business development, sales and marketing experience in the automotive and chemical industries. He has held senior level positions with top line growth responsibility for two multi-national corporations. Dinesh held several technical and business management positions first at Praxair and then with General Motors in the Western New York area.

With a consultative approach to search execution, Dinesh combines his deep industry knowledge with a passion for matching excellent employers and top talent. He personally manages each assignment and is committed to finding the “perfect fit” for each key position opening.

A resident of East Amherst, New York, Dinesh received his Masters degree in Mechanical Engineering from University in Louisville and an MBA from State University of Buffalo. Over the years, he has been an active member of professional organizations such as the American Society of Mechanical Engineers, Society of Automotive Engineers, and National Association of Personnel Services (NAPS).



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