



THE SMARTEST WAY TO INVEST IN HUMAN CAPITAL



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“I would highly
recommend The
Newport Group

to anyone or company who needs
to develop their organization. ”

*Rod Uchytel, CEO
Xtreme Drilling and Coil Services*

A SEARCH FIRM DEDICATED TO **EXCEEDING EXPECTATIONS**

A HIRE INTELLIGENCE

Executive and technical talent are the greatest competitive advantages your organization has, and finding the right fit at the right time can mean the difference between prosperity and failure. Trusting an impersonal bulk staffing operation that doesn't consider business goals or cultural fit is too risky, and sifting through a massive, disjointed network of candidates is simply too time consuming and costly to do internally. So how do you make sure you have the most qualified and productive professionals working for your organization?

Turn to The Newport Group.





COMMITTED TO **UNITING TALENT WITH OPPORTUNITY**



The Newport Group was built on the principle that human capital is the most valuable asset in any company. No state-of-the-art technology, million dollar advertising campaign or round of investments can benefit an organization like the innovation, focus and drive that come from an accomplished team of talented individuals. As a result, we've dedicated ourselves to identifying, attracting and placing **the right fit** for organizations in need of new talent, and who are looking for immediate, positive returns on their greatest investment - their human capital.



You work in high-growth and highly specialized industries. That makes two of us.

Industry immersion is the only way to understand influences, progress, and most importantly, key players. That's why all of our recruiters have extensive, hands-on experience in the industries for which they recruit, if not regular involvement in their specific practice areas. Our immersion in, and knowledge of, the work our clients and candidates do is what makes us uniquely capable of placing experienced professionals **in the right role, at the right time.**

OUR VALUES - SINCE 1995

INTEGRITY

We take great care in all that we do to make sure it's exceptional

PASSION

Mind, body, and soul - we are fully committed to our work

QUALITY

Everything we do, we do with unwavering honesty

WE MAKE SURE GROWTH INDUSTRIES KEEP GROWING

■ ENERGY, OIL & GAS

■ THE LIFE SCIENCES

■ ENVIRONMENTAL ENGINEERING

What most firms call above and beyond, we call standard

We think recruiting is more than filling in a checklist of skills and experience. That's why we developed The SMART Search Process™, a unique, cost-effective approach that enables us to quickly and confidently place talent that best meets your human capital needs.

THE NEWPORT GROUP'S SMART SEARCH PROCESS™

S **SPECIFY** - The first step we take is to define particulars—not just for a role, but your company, its mission, and your business goals. We **work with you** to establish the objectives and specifications of the position and to understand the character and culture of your organization. This way we have a thorough understanding of what you do and don't want, and how best to present your opportunity to candidates in the next step.

M **MARKET** - We use a unique combination of research and recruiting tactics to find, attract and bring in professionals who not only meet the skills, experience and vision you require, but are ready and able to make their next career move. Industry and competitor analysis, an extensive referral network, and hyper-targeted social media engagement are just some of the tools we use to acquire **the right fit** for your organization.

A **ASSESS** - Every candidate we choose for this step undergoes a comprehensive interview and career evaluation. We thoroughly examine their work history and a myriad of professional criteria, from awards and accolades to passions and skills. We also become **your champion**, highlighting the opportunities and benefits associated with your company, all to establish that the caliber and objectives of the professionals we present will meet, if not exceed your expectations.

R **REFER** - Once the assess step is complete, we present a detailed summary of the **most qualified, well-suited candidates** in the market, and provide intelligent, realistic direction moving forward. We know these final steps can be difficult for both candidates and clients, so we make it as easy and clear as possible, offering both parties practical negotiation guidance, coaching candidates through their transition, and maintaining communication throughout the hiring process.

T **TRACK** - Our clients aren't just another fee, they're long-term partners, and our relationship doesn't end after an accepted offer. We assist in resignation and on-boarding processes, and provide consistent, hands-on follow up well after the start date to **ensure a smooth transition** for you and your newly hired talent. Bottom line, our goal is to help your organization achieve enduring prosperity with successful placements of qualified, experienced industry leaders.

We combine industry **KNOWLEDGE** and **INNOVATIVE** recruiting **SOLUTIONS** to help you acquire, manage and optimize **HUMAN CAPITAL**.

WE MAKE SURE GROWTH INDUSTRIES KEEP GROWING

- REAL ESTATE DEVELOPMENT
- CONSTRUCTION
- REAL ESTATE & ASSET MANAGEMENT

We provide access to **promote success**.

Rarely will you find the talent you need on a job board or in a stack of resumes. With access to talent sources you won't find through newspaper ads, alumni associations, applicant databases, or online posts, we target passive professionals - those who aren't actively looking for new opportunities, but are willing to make a change for the right strategic and cultural fit. What's more, our vast networks are specialized to the granular level and regularly maintained to ensure our contact information is detailed and accurate, and our search engagements are as efficient and targeted as possible.

YOUR INDUSTRY OUR FOCUS

We stay current in each of our practice areas by analyzing market trends, demographic data and technological advancements, joining industry associations, and keeping an eye on "who's who". That's how we know who's good, what's going on in their world, and what it might take for them to make a change.



A broad reach with unrivaled specialization

Engaged in multiple applications and industries, we've established connections with over 5 million leaders across every job function and practice we serve. More importantly, our highly developed and expansive networks allow us to identify only those who are **effective in what they do**. Simply put, we find and connect with accomplished talent, of whom many are well known as industry innovators and leaders.

“For The Newport Group, it's all about the professional relationship when forwarding a candidate to a client. They take their time to make the best match happen.”

*David S. Knollhoff, Project Manager
Terracon*



Honest, collaborative, knowledgeable, passionate, tenacious, successful
These are just some of the words our clients use to describe us when asked, "What makes The Newport Group different?"



Your bottom line is our top priority

We've earned repeat business from hundreds of organizations across North America—from start-ups and SMB's, to global enterprises and Fortune 100 corporations. With over 100 years of cumulative recruiting experience, we've developed a reputation for being a dedicated and exceptional search partner—one with an unmatched record of success and return on human capital investments.

We know hiring can be a lengthy, and costly, back-and-forth, so we make the process as quick and clear as possible. We act as a buffer and informed intermediary—maintaining open communication throughout the entire search engagement—**addressing the needs of all parties involved** to ensure your new-hire makes immediate, long-term, significant and positive impacts on your organization. Ultimately, we're only happy when we're confident that you have the team members your organization needs to stay ahead of the competition and continue your prosperity.

Visit www.newportsearch.com to see, learn, and do more!



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