HUNTER
ADVISORS

# Disciplined. Insightful. Discerning.

## Providing Strategic Human Capital to Premier Hedge Funds

At Hunter Advisors, our ability to create value for our clients and candidates is what differentiates us from our competitors. That's why the majority of searches we work on are repeat engagements – our long term trust based relationships are integral to working exclusively within a niche industry.

While the search process can be similar from one firm to the next, the opportunity and ability to extract maximum value is not. Hunter Advisors is an industry leader in value creation for both clients and candidates. Hunter Advisors has developed a proprietary process as a means to achieve highly targeted results and drive client collaboration and feedback.

The **Strategic Human Capital Advantage™** includes the following differentiators:

*Assess*

### Client Needs Analysis

- Determine the parameters of the position and understand client needs
- Identify the culture, environment and market factors impacting the search
- Ensure client expectations reflect market conditions prior to moving forward

*Draw*

### Framing the Opportunity

- Create and frame a compelling opportunity to attract premier talent
- Define the optimal positioning within the universe of competitors for the search (position description and top ten selling points)
- Identify and articulate factors to persuade targeted candidates

*Target*

### Research and Refinement

- The Refined Search Methodology™ - rigorous research process designed to maximize results
- Leverage highly detailed market knowledge to efficiently focus search
- Synopsis of our research process presented to client – includes search strategy and target firm list

*Arc*

### Narrowing the Focus

- Apply a tiered approach to contacting priority prospects at target firms
- Interview top candidates through thoughtful, qualitative evaluation process
- Contact appropriate market sources (subordinates, peers and supervisors)

*Connect*

### Successful Candidate Placement

- Structure, negotiate and close the offer
- Guide client to an offer based on: client compensation parameters, candidate's current compensation and market value of opportunity
- Consult with candidate on best tactics for successful resignation