



Executive Search Consultants

Construction-Engineering-Architecture-Real Estate



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Strategic Advantages

- 100% completion rate on retained engagements
- 92% retention rate on candidates placed at the two year mark
- Use of extensive data base query plus a commitment to comprehensive primary research on every search
- Low levels of encumbrance – Selective client operating procedure
- Extremely thorough needs analysis and performance based search specification
- Objective methodology of evaluation and chronological in-depth structured interviewing process
- 360 degree 62 point reference checks
- Personal Attention from your engagement partner
- Search Completion in 45 business days or less
- Candidate credentials presented in one consistent format
- Flexibility – focus on our clients
- Guaranteed Performance



Introduction

- Burns Magee is a firm that was founded with one common objective - Deliver maximum value to our client companies through total devotion to addressing their diverse human resource needs.
- Our construction practice is headed by a group talented partners who bring over 80 years of combined industry experience to the table.
- The partners of our firm have earned reputations as preeminent search consultants devoted to a client-focused philosophy. We have been characterized as thorough, ethical and expeditious professionals. A Burns Magee associate will not accept a search assignment for which the firm is less than ideally suited.
- Sweeping and dramatic changes on the North American construction, Real Estate, and Engineering arenas have profoundly affected your role. Consequently, your executive level human resource and development decisions are more critical than ever to your organization's future success. We are well versed on the most profound changes in your industry. You will find us knowledgeable, responsive and empathetic.
- Burns Magee embraces your strategy for success: to identify, attract and retain superior caliber motivated candidates who are capable of making a difference in your organization.
- Our most important assets are our people and our reputation. Over seventy-five percent of our assignments come to us from previous clients, either directly or by referral. We are committed to establishing long lasting relationships with client companies dedicated to being among the leaders in their respective communities.



Philosophy

- At Burns Magee, we strive to live by our philosophy: Deliver maximum value to our client companies through total devotion to addressing their diverse human resource needs. Because of this, our clients have consistently retained us to identify, evaluate, and attract the highest caliber executive talent. We have successfully completed searches from project engineers to the CEO level. We are committed to the effective use of our extensive network and to the use of the newest information technologies; consequently, we spend liberally on primary research in order to provide the most comprehensive and expeditious service to our clients.
- Our aspirations are not of being the largest or the most well known search firm in the world, but to being the best search firm for the clients we choose to serve. In many cases, that means limiting our client base in geographical areas we choose to operate in.
- Our search process is designed to provide the best possible solution for your company - not just a solution. Research, is personally supervised by one of our partner level consultants. At the senior levels, a partner level consultant personally conducts every phase of the search, including reference checks. The search process, which is in many cases intrusive, is handled within our firm with sensitivity, tact and confidentiality. We always strive to act in the best interest of our client company as well as the candidate.
- Our intention is to complete searches in half the time indicated by industry standards. Our personal commitment is to exceed your expectations.
- Partners in the construction practice possess real world experience and feel equally as comfortable on a job site as we do in the boardroom.



Burns Magee Ethics

- Earning and keeping your respect is quintessential to us. For that reason, we detail our ethics:
- We will not accept an assignment for which the firm is not well suited.
- We will only represent ourselves in the most honest and accurate manner.
- We are committed to sensitivity, discretion, and empathy when acting as your representative.
- We search for candidates who, based on your specifications, appear ideal. Although we may, at your request, make recommendations, final selection is always left up to you, our client.
- We consider a company with which we have made a placement “off limits” in terms of recruiting its executives, for a period of one year.
- We guarantee our performance. If, during the first year of employment, a Burns Magee placement (resulting from a comprehensive search) leaves your employ, for any reason other than a reduction in force, you will be provided with a replacement at no charge.
- We are committed to client/candidate matches that make good sense for both parties, as these are the only matches that last.
- Confidential information is never disclosed inappropriately. Many of our searches are conducted on a strictly classified basis until the later stages.



Search Process

- The comprehensive retained search is the most effective application of our professional search consultants, and is typically selected as the preferred search process by our clients. Given the comprehensive nature of this program, we are able to guarantee the placement as a result of this search for one full year.
- The components of the comprehensive retained search are summarized below.
- **1. NEEDS ANALYSIS**
- Our initial step in the process is to build the framework for a successful search through conducting a thorough needs analysis. Candid discussions are held with the appropriate executives to gain a thorough understanding of company operations and objectives, and specific talent required. Our experience and industry knowledge and perspective as outside consultants enable us to formulate the search specification.
- **2. COMPREHENSIVE SEARCH SPECIFICATION**
- The comprehensive search specification is the road map for the search. The typical search specification is four to seven pages in length and is comprised of five components. First the job description details the attributes we seek in the ideal candidates, including background, experience, and credentials. Second is a positioning of the opportunity. Since 90% of the individuals we place were happily and successfully employed prior to being recruited, compelling positioning is critical. The third component is a positioning of the company itself, its values, vision, objectives and culture.
- The fourth and most important piece is a detail of the performance expectations of the incumbent. Performance expectations should number no more than ten. They should be measurable and specific. Performance objectives may or may not be tied directly to the financial statements. We require our clients' approval of this document before any search commences.



Search Process

- **3. RESEARCH**

- We conduct fresh and original and targeted research for each assignment we undertake including in-depth direct sourcing of target companies as well as organizational charts/mapping of competitive companies. Nine out of ten searches we complete are the result of direct sourcing of candidates who are gainfully employed
- Our research capabilities, throughout our network, are routinely drawn upon to utilize all available sources, contacts and industry expertise.
- Additionally, we have significant capabilities outside the U.S., which follow our basic methodology and provide us with exceptional support and resources when conducting searches in other regions of the world.

- **4. TARGET LIST**

- The target list is a detail of companies or organizations from which we intend to recruit. We solicit your input in terms of other companies which should appear on the list. Along with the search specification, we will require your approval of the target list in advance of launching the search. Our commitment is to present you with three qualified candidates within forty-five business days.



Search Process

- **5. CANDIDATE DEVELOPMENT**

- We identify and approach individuals whose experience, credentials, skills and accomplishments are appropriate for the position. We procure resumes and accumulate the largest possible pool before the evaluation process begins. Subsequently, we utilize a numeric scoring system based on your performance expectations to narrow the field to a semifinal group of six.

- **6. 20-DAY MARKET ANALYSIS REPORT**

- At twenty working days, we present our Market Analysis Report to our clients. This confidential report contains a brief, yet detailed, written summary of each individual we have contacted during the course of the search to date, as well as a detailed profile on each of our most qualified candidates.
- This report has proven to be an extremely valuable management tool and serves as an analysis for the following:
 - - The industry and marketplace overall as well as how the client's organization is perceived.
 - The competitive landscape providing valuable information and perspectives.
 - A compensation study comparing expectations in the marketplace



Search Process

- **7. INTERVIEWS, REFERENCE & BACKGROUND CHECKS**
- At this stage we conduct chronological in-depth structured telephone interviews in order to narrow the field further to a finalist list of three. Once we have conducted our fifty-eight point reference checks and comprehensive background checks, we will present the finalists. These finalists will be qualified, motivated and willing to make the move. They will also have realistic compensation expectations and the right motivation to join your team.
- **8. SELECTION/OFFER**
- Upon completion of the interviewing process, we will work closely with you in developing the strategy of an "offer" for the selected candidate. We typically make the offer and secure a verbal acceptance before a formal offer letter is delivered. We then assist in any and all logistics issues including the physical move and all other transition issues.
- **9. FOLLOW THROUGH**
- After a successfully completed search, we maintain contact with you and your new hire to help a smooth transition. Because we focus on candidates' leadership potential over time, we have a vested interest in maintaining a long-term relationship. Since we track our performance, we follow up with you and the candidate at 90days, six months, one year and two year intervals.



Areas of Expertise

➤ *Industries Served*

- ❖ General Contractors
- ❖ Design/Build Contractors
- ❖ Construction Managers
- ❖ Government Contractors
- ❖ Real Estate Owners and Developers
- ❖ Healthcare Constructors
- ❖ Highway Contractors
- ❖ Heavy Civil Contractors
- ❖ Specialty Contractors
- ❖ Architectural Firms
- ❖ Engineering Firms

➤ *Position Expertise*

- ❖ Chief Operating Officer
- ❖ Chief Executive Officer
- ❖ Chief Financial Officer
- ❖ Vice President of Operations
- ❖ Project Manager
- ❖ Asst. Project Manager
- ❖ Estimator
- ❖ Manager of Business Development
- ❖ Superintendent
- ❖ Project Engineer
- ❖ Director of Marketing
- ❖ Director of Preconstruction Services
- ❖ Controller



Dylan Magee

Partner

- dmagee@burnsmagee.com
- ***B.B.A University of Connecticut***
- Dylan Magee is a partner in our Dallas office bringing with him substantial experience in assisting companies with strategic management decisions and the acquisition of top human capital.
- Dylan began his career with an investment banking and venture capital firm specializing in turnaround situations, private debt offerings, and small cap acquisitions. He then pursued a career in executive search with a leading global firm. Dylan established and led a Dallas-based office for this firm and garnered rookie of the year honors at the same time vaulting his office to national prominence.
- Dylan's search practice has largely been focused in the construction, engineering, and real estate sectors although he has completed management searches across many industries and disciplines.
- Dylan grew up in the construction industry and has experience in both the heavy civil and general construction arenas. Given his background, Dylan feels equally comfortable on a construction site as in a corporate boardroom, bringing a unique blend of hands on knowledge and strategic management advisory experience to his work.
- As a partner, Dylan focuses his practice in the recruitment of high-level management professionals for clients in the general construction, heavy civil construction, engineering and real estate industries.
- Dylan volunteers his time to various non-profit organizations in the Dallas area and has held advisory positions with various businesses.



Mark Burns

Partner

- mburns@burnsmagee.com
- **BBA Ouachita Baptist University**
- Mark is a partner with Burns Magee, and helps lead the Construction and Engineering practice for the Dallas, Texas office. He possesses substantial experience in assisting companies with strategic management decisions and acquiring top human capital.
- Mark began his career in the telecom industry and quickly progressed to the position of National Account Manager for a leading telecom company. The knowledge and execution skills he developed blueprinting the organizational makeup of Fortune 1000 companies, makes him uniquely adept at visualizing and understanding the short and long terms needs and of cultures of the companies he helps.
- Mark grew up in the world of construction and truly speaks the language. He has successfully combined that experience with his real world strategic planning skills and transitioned them into the executive search arena. Established firmly atop a large database of clients and candidates within the world of Building Construction he has become a leader in the industry. His work ethic, true understanding of clients needs, and real world success make him uniquely qualified to spearhead the merger of top companies with top talent.
- Mark volunteers his time to various non-profit organizations in the Dallas area.