

# About O'Neill Consulting

## Overview

O'Neill Consulting is a reimagined search firm and talent solutions consultancy.

Our team specializes in management search, management assessment, and project recruitment across the business services, consumer, energy, industrial, social impact, and private equity sectors.

We believe in the unstoppable power of brilliant people at work – their ability to transform an entire business, to empower a whole team, to change their lives and the lives of the people they care about for good. Our focus is singular: finding the right individual, for the right role, at the right time so that they can unleash their true potential.

As advocates of our clients' businesses, we take extreme ownership of their recruitment needs, working in close partnership over the long-term. We identify, assess, and attract diverse candidates to shape companies and change lives for the better.

## Our services

- Management Search
- Management Assessment
- Project Recruitment

## Fast facts

### **Founder & Managing Partner**

Kevin O'Neill

### **Founded**

1996

### **Ownership**

Privately held

### **Headquarters**

1185 Avenue of the Americas  
Suite 269  
New York, NY 10036, USA

### **Global reach**

With New York headquarters, O'Neill Consulting delivers work across the Americas, Europe, and Asia-Pacific.

We have delivered work in 44 out of 50 U.S. states.

# Our purpose

# Unleashing human potential

Finding the right individual, for the right role, at the right time, so that they can unleash your — and their — true potential.

## Our performance

### Lifelong partnerships

**24**

years in business

**50%**

of clients retain us for multiple engagements

**60%**

of our projects are for PE-backed companies

\*Benchmarks:

Consulting 51, Apple 63, Amazon 62

### Brilliant hires

**+82**

net promoter score (-100 | +100)\*

**+9.4**

client satisfaction with quality of placement ( 0 | 10 )

**+8.9**

client satisfaction with search experience ( 0 | 10)

### Impact made

**1,000+**

executives recruited

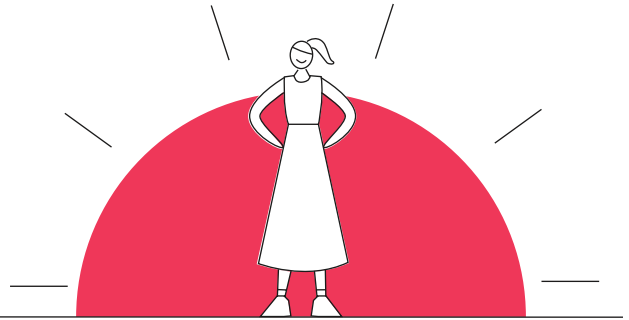
**100+**

portfolio companies transformed

**44**

U.S. states covered

# People who shine



## Our clients

O'Neill Consulting builds teams that build businesses, advising CEOs and executives around the world on talent matters related to driving growth, restructuring, and digital transformation. Our consultants have served as trusted partners to leaders ranging from Harvard Business Review's The CEO 100 to EY Entrepreneurial Winning Women to Forbes 30 under 30. And, the types of companies we serve range from the Fortune 500 to the PEI 300 to Forbes World's Best Workplaces. Our team also recruits talent for scaling mid-market companies, innovative start-ups, high-impact non-profits, and government agencies.

## Our candidates

We value the thousands of candidates we interact with daily. O'Neill Consulting has taken a strong stance on treating candidates well and sourcing diverse slates. Our role is to find brilliant people, who do brilliant things, with our brilliant clients. Central to that ethos is an ability to listen and understand people by identifying that brilliance – without fear or favor – wherever we find it and in whomever we speak. We believe this is good for people, for society, and for business.

## Our consultants

We are a team of genuine partners, strategic problem solvers, and determined doers. Our capable consultants bring character, authenticity, and trust to every relationship. They are thinkers and doers, turning insight into action help businesses transform through talent. We give everything we've got, a tenacious group of individuals who won't stop short of success. No matter the distance, or difficulty, we show up every time.

## Awards & Recognition

**Forbes** – America's Best Executive Recruiting Firms

**PBN** – #1 Top Executive Recruiter

**Inc. 5000** – 3x honoree on prestigious list of the nation's fastest-growing private enterprises

**AESC** – Certified Executive Search Firm

# Highly experienced

Our consultants bring leading-edge insights, ideas, and perspectives to every client relationship.

## Our industry practices

### Business & Professional Services

Business Services  
Business Process Outsourcing  
Strategy & Management Consulting  
Human Capital Advisory  
M&A & Deal Advisory  
Turnaround & Restructuring

### Consumer

Consumer Products  
Digital, Media, & Entertainment  
Hospitality & Leisure  
Retail & Luxury  
Sports

### Energy

Oil & Gas  
Utilities  
Renewables

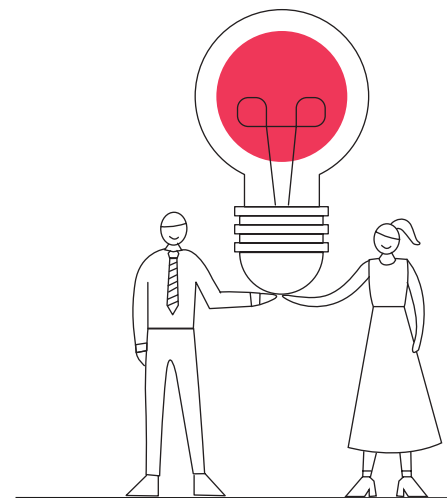
### Industrial

Aerospace & Defense  
Automotive  
Building Products  
Chemicals & Materials  
Engineering, Construction & Infrastructure  
Metals & Mining  
Paper & Packaging  
Industrial Goods  
Industrial Services  
Transportation & Logistics

### Private Equity

### Social Impact

Associations  
Culture & Arts  
Education  
Non-Profit & Philanthropy  
Government



## Our specialty practices

Commercial

Corporate & Financial

Digital

Diversity

Operations & Supply Chain

Strategy & Corporate Development

Technology Officers

Transformation & Restructuring

Need to recruit brilliant talent for your business? Get in touch:  
[connect@oneillconsulting.com](mailto:connect@oneillconsulting.com) or +1.401.284.1700