

# The Wray Executive Search Overview



For more than 45 years Wray Executive Search has successfully provided executive search and advisory services, recruiting impressive leadership teams for many of the nation's most successful restaurant, foodservice, hospitality, franchise and retail companies. Our primary focus has always been and remains aligning candidates who have the appropriate blend of knowledge, skill, attitude, experience and commitment with our clients' needs. Our client partners range from multinationals to entrepreneurial startups both private and public.

## Initial Preparation & Sourcing Candidate Presentation Candidate Selection

**Our Approach** – Our approach to executive search is intrinsically based on an extraordinary level of collaboration. Evaluating top talent for our clients begins with the facilitation of a meeting with key company executives and/or hiring authority to best understand the necessary insights, perspectives, compensation expectations and, most importantly, the corporate culture. From this information gathered, we begin to outline the "Perfect Candidate Criteria" and review the results of this process with the hiring authority to finalize the content of the position and the candidate profile. In addition, we identify with our client the ideal sources from which the potential candidates would originate. This disciplined approach is refined to produce the "best in class" candidates for our clients' review.

**Who We Are** – Our team of executives has developed broad-based expertise coupled with an impeccable reputation for creativity building the teams and human capital strategies that contribute in the progress of bringing the brands to the top of their respective segments. We are vested in the process and the ultimate success of each candidate placed.

**What We Do** – We provide an unparalleled commitment to the recruitment of an organization's most critical players—C-level professionals, Functional Vice Presidents, and Director-level executives. Services are tailored to our clients' specific hiring and assessment objectives. We work tenaciously until an assignment is complete, with a strong client focus and a commitment to quality on every engagement.

**Executive Talent Disciplines** – Wray Executive Search has depth and breadth of experience conducting searches both domestically and internationally in the following areas:

- Board Members • C Level • Operations • Financial • Marketing
- Human Resources • Business Development • Supply Chain
- Manufacturing • Culinary • Construction • Training
- Quality Assurance • Franchise Sales • IT

**Our Clients Include** – Billion dollar brands, mid-market and emerging companies. We work closely with both public and private boards and leadership teams. We boast relationships with many of the top industry involved private equity firms. We are engaged as a "Retained" firm to represent our client's interests, and deliver the most talented executives within their respective segments.

**Relationship Development** – We believe our "best in class" selection process benefits both clients and candidates as a professional experience that separates us from the rest.



**WRAY**  
EXECUTIVE SEARCH

SPECIALIZING IN EXECUTIVE RECRUITMENT  
AND ADVISORY SERVICES FOR THE RESTAURANT,  
FOOD SERVICE, FRANCHISE, RETAIL & CONSUMER INDUSTRIES

FINDING TOMORROW'S LEADERS TODAY

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