



Global Rapid-Growth Software Company Ready for the Next Level with Two New Leaders



Objective: Discover Top-Performing Talent for Critical New Leadership Positions

Origami Risk is a rapidly growing software company with offices across the US and UK, providing integrated SaaS solutions for the risk, safety, and insurance industry. They had reached the point where they needed to strategically hire a Head of Marketing to lead and execute a global marketing agenda for further long-term growth. Because of such a successful partnership in that search, Bell Oaks was consulted shortly after completion to help hire a high-level Sales Manager as well.

Heads of Marketing are in high demand and therefore difficult to find and attract. Equally challenging to find is someone steeped in software-specific sales who also embodies the qualities of a leader, with the motivation to challenge and implement strategies to sustain the growth of the business. Both positions were brand new hires, so Bell Oaks went forward with the strategy needed to fully engage candidates' interest in these tremendous opportunities with the company.

Process: Search with a Consultative Approach for the Client & Candidates Alike

Origami Risk knew the magnitudes of these roles meant that merely posting job openings was not enough, nor was a simple search-and-hire. It was their first time retaining an executive search firm, and they chose Bell Oaks because they knew they would go beyond searching to a thoroughly consultative experience for both them and the candidates. Bell Oaks looked for marketing leadership professionals specifically within the software industry across the country, as well as Sales Leaders with proven track records in management within high-growth companies.

"We found Bell Oaks particularly valuable in preparing not only candidates but also our organization," says Earne Bentley, President of the Risk Solutions division. "Bell Oaks advised us on the scope of the Head of Marketing role, the budget that made sense for hiring, and what to anticipate in candidates. We were so pleased with the first search that we quickly decided to engage Bell Oaks again for our Sales Manager need in our Chicago office."

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Results: Two Successful Placements for Setting & Executing Agendas for Growth

For each search, Bell Oaks vetted about a dozen candidates who were narrowed down to an accomplished slate of five, then thoughtfully chose two strong finalist candidates to interview with the leadership team who fit all the criteria. Origami Risk ultimately hired their first choices for both positions, and the candidates themselves are just as thrilled, feeling that the fit and opportunities are perfect for them. The company is now poised for its next stage of growth because of these essential roles filled with the right matches to make it happen.

"The end result was that we hired two extremely talented professionals who were already gainfully employed prior to considering Origami Risk," says Earne. "It took the proactive approach of Bell Oaks to engage and educate these candidates on our company and get them interested in our opportunity, as well as manage them through the process."

"We saw tremendous value in what Bell Oaks was able to deliver, not only in quality but timely updates and availability throughout the search process to advise the best actions to take with candidates. Bell Oaks consistently went after top performers to provide really strong candidates for our consideration, and we received exactly who we needed for two leadership roles."



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