

SEARCHING FOR A NEW EXECUTIVE IS DIFFICULT.
PARTNERING WITH A RECRUITING FIRM SHOULDN'T BE.



EXECUTIVE SEARCH CONSULTANTS

OFFICES IN COLORADO, FLORIDA, MARYLAND, NEW YORK, AND NORTH CAROLINA

2618A BATTLEGROUNDAVE, SUITE 149

GREENSBORO, NC 27408

866.564.3138

www.jci-inc.net

contactus@jci-inc.net



EXECUTIVE SEARCH CONSULTANTS



With over 25 years' of experience, Jorgenson Consulting is a leading national executive search firm serving organizations in non-profit, economic and community development.

Jorgenson Consulting distinguishes ourselves through our unique network in the non-profit profession, by establishing a best-in-class reputation and consistently providing a superior service and value to our clients. We understand that organizations hire executive search consultants for their leadership and knowledge in recruiting top talent for their organization and community. Using our expertise and our expansive network, we can proactively identify, engage, and recruit top professionals.

We understand our role in the search process, and we work with you to identify the best and most diverse candidate slate. We know that the final decision rests with you—the client. We respect your time, and that of your volunteer leadership and staff, while keeping you informed and engaged at every step of the search process. We adhere to timelines and commitments, and we pledge to identify the best candidates available.

We have built our firm through the professional and trusting relationships we have developed with our clients, many of whom have used Jorgenson Consulting for multiple searches. We manage the search process discreetly, which allows us to engage the best candidates, regardless of their current employment. And we follow up after the candidate is hired and begins employment, to make sure that you and your new employee have a smooth transition. If problems or issues are identified, we are there to help address them.

Client satisfaction is important to all organizations, but to our firm, it is our chief focus. In our business, referrals and recommendations are the keys to success.

Finding the right leader for an organization involves much more than accessing a database and doing a keyword search, any clerk can do that. Real value for our clients lies in finding the ideal candidates who are not seeking a new opportunity and in understanding and learning from industry leaders where those exceptional people can be found.



EXECUTIVE RECRUITING



Our approach is typically divided into phases: Understanding the Opportunity in the Community, Research, Networking and Identifying a Candidate Pool, In-depth Interviewing of Prospective Candidates, Selecting Final Candidates, Managing Candidate/Client Interview Process, Negotiation, and Offer.

COMPENSATION AND BENEFITS STUDY

One of the most challenging aspects of retaining a top-tier executive is determining the necessary compensation package. Jorgenson Consulting conducts compensation and benefits studies for economic and community development organizations. This coupled with our extensive placement history, allows us to provide lots of insight and assistance to our clients when it comes to determining what the compensations and benefits package should be. We familiarize ourselves with your organization and analyze key staff positions where the level and depth of responsibilities vary from one organization to another. Research and analysis is done, matching your organization to comparable organizations in size and program of work. This information is invaluable for staff retention and as a recruiting tool.



BACKGROUND CHECKS



Jorgenson Consulting offers background check services that meet the standards of national and international employment background guidelines.

Jorgenson Consulting understands that one hiring mistake can damage an organization's reputation and these errors are easily avoided with the right information. As a leading level screening tool recommended for top tier executives, the background dossier report includes: Credit Check, Criminal Records, Sexual Offenses, Driver's License Information, Traffic Accidents and Degree Verification.



EXECUTIVE RECRUITING - WHY HIRE US

Finding an executive to fill a critical role in a community-based or non-profit organization can be an overwhelming task filled with risk and requires a level of time and expertise most Search Committees do not have. The best candidates are often successful and happy in their current position and are not looking for a new opportunity. Jorgenson Consulting proactively recruits those best and brightest candidates.

The process can present some problems:

- Hiring decisions are highly visible and have significant impact on the future success of the programs
- The best candidates are not looking for a job; they need to be recruited
- An unbiased perspective is critical when dealing with local and internal candidates

While the hiring process is complicated, hiring the right executive yields economic benefits and contributes to a community's competitive advantage, Jorgenson Consulting provides services to help organizations work through hiring decisions. We guide clients through the development of job specifications and recruitment strategy through candidate recruitment and selection to the offer, negotiation, and job acceptance.

JORGENSON CONSULTING TEAM

Todd W.S. Jorgenson, Managing Director and Principal - Todd specializes in executive searches for nonprofit, community and economic development entities throughout the United States. Since 2002, Todd has worked closely with Joan Jorgenson to grow Jorgenson Consulting into a dynamic executive search firm with offices in Colorado, Maryland, and North Carolina. Todd's experience includes non-profit executive searches, information technology searches, executive compensation, sales operation management, business development and sales. Todd began his career recruiting software engineers from the Department of Defense and National Security agencies to work on classified government contractor projects. Todd also worked in the field of information technology and telecommunications infrastructure, working for successful technology-based companies like U.S. Robotics, 3Com, and Universal Access. Todd's experience ranges from business development to running the Middle East and Africa sale operations out of Paris, France. Todd has a communications degree from Jacksonville University and is currently a member of the International Economic Development Council, American Chamber of Commerce Executive and International Downtown Association.



Joan Jorgenson, Managing Director and Principal - Joan brings over 25 years of executive search experience within the economic development, chamber of commerce, government, and private sector organizations. Joan held consulting and human resource management positions at PHH Fantus, Beatrice Companies, Gould, and American Hospital Supply Corporation. Joan's areas of expertise include executive search, public and private sector organization development, compensation, and policy formulation. She has conducted numerous executive search assignments for chamber and economic and community development executives throughout the country. Joan previously served on the Board of Directors of the International Economic Development Council, the Southern Economic Development Council and the Maryland Industrial Development Association. Joan is a regular speaker at annual national and state economic development association meetings. A graduate in Psychology from Baldwin Wallace College, Joan has also undertaken graduate course work in industrial psychology from John Carroll University in Cleveland, OH.

Charles Webb, Managing Director - Charlie has been involved in many phases of economic development as a practitioner at the local, regional and state level for over thirty years. He began working with Jorgenson Consulting in late 2008 at our Colorado based office and focuses on serving clients and developing new business in the mid-western United States.

Dianne Reid, Managing Director - Dianne is an accomplished Certified Economic Developer with over twenty-five years of experience in all aspects of public-private leadership and project management. Reid joined Jorgenson Consulting in July, 2016 after retiring as President of the Chatham Economic Development Corporation, a post she held for almost nine years. Prior to that, she was Economic Development Director for Orange County, NC for over eight years. A native of Asheboro, NC, Reid holds a Master's in Regional Planning and a BA in Sociology and Urban and Regional Studies from the University of North Carolina, Chapel Hill. Reid has been active in various regional, state and national economic development organizations and has served on numerous non-profit boards.

Bonnie Garraway, Manager of Research and Communications - Bonnie joined Jorgenson Consulting in 2002; prior to that, she was Officer and Manager at a consulting company that specialized in branded merchandise. Bonnie provides administrative support, manages candidate interviews and travel logistics, assists with client and candidate needs, website maintenance, compensation and benefits studies, database management, research, marketing and background checks.

JCI EXECUTIVE SEARCH EXPERIENCE

ORGANIZATION	LOCATION	ORGANIZATION	LOCATION
ALABAMA		FLORIDA continued	
Birmingham Business Alliance	Birmingham, AL	Greater Gainesville Chamber of Commerce	Gainesville, FL
Mobile Area Chamber	Mobile, AL	Greater Osceola Partnership for Economic Prosperity	Kissimmee, FL
Shoals Economic Development Authority	Florence, AL	Greater Tampa Chamber *	Tampa, FL
ARIZONA		Jacksonville Downtown Investment Authority	Jacksonville, FL
Arizona Department of Commerce	Phoenix, AZ	Jacksonville Econ Dev Commission *	Jacksonville, FL
City of Chandler	Chandler, AZ	Manatee Chamber	Bradenton, FL
City of Goodyear	Goodyear, AZ	Metro Orlando Econ Development Commission *	Orlando, FL
City of Mesa	Mesa, AZ	Northern Palm Beach County Chamber	North Palm Beach, FL
City of Peoria	Peoria, AZ	Pasco Economic Development Council	Lutz, FL
City of Phoenix	Phoenix, AZ	Pensacola Bay Area Chamber *	Pensacola, FL
City of Sierra Vista	Sierra Vista, AZ	Tampa Bay Partnership	Tampa, FL
Downtown Phoenix Partnership	Phoenix, AZ	Team Volusia Economic Development Corp.	Daytona Beach, FL
Greater Phoenix Economic Council	Phoenix, AZ	GEORGIA	
ARKANSAS		Augusta Chamber of Commerce	Augusta, GA
Bentonville/Bella Vista Chamber	Bentonville, AR	Brunswick/Glynn County Dev Authority	Brunswick, GA
Greater Hot Springs Chamber	Hot Springs, AR	Carroll Tomorrow	Carrollton, GA
Northwest Arkansas Council	Northwest, AR	Greater Dalton Chamber of Commerce	Dalton, GA
CALIFORNIA		Gwinnett Chamber	Duluth, GA
Econ Development Corporation of Shasta County	Redding, CA	Invest Atlanta *	Atlanta, GA
Inland Empire Economic Development Partnership	Riverside, CA	Metro Atlanta Chamber of Commerce *	Atlanta, GA
San Joaquin Partnership	San Joaquin, CA	Savannah Economic Development Authority *	Savannah, GA
Stanislaus ED and Workforce Alliance	Modesto, CA	HAWAII	
COLORADO		Enterprise Honolulu	Honolulu, HI
Castle Rock Economic Development Council	Castle Rock, CO	IDAHO	
Colorado Springs Econ Development Corp. *	Colorado Springs, CO	Boise Metro Chamber	Boise, ID
Denver Metro Chamber	Denver, CO	Regional Economic Development Corp of East Idaho	Idaho Falls, ID
Greater Colorado Springs Chamber & EDC	Colorado Springs, CO	ILLINOIS	
Jefferson Economic Council *	Jefferson County, CO	Effingham Growth Alliance	Effingham, IL
Longmont Area Economic Council	Longmont, CO	Heartland Partnership	Peoria, IL
Northern Colorado Econ Development Corp.	Larimer County, CO	Intersect Illinois	Chicago, IL
Southeast Business Partnership	Englewood, CO	McLean County Chamber	Bloomington, IL
DISTRICT OF COLUMBIA		Quad City Development Group	Rock Island, IL
Greater Washington Initiative	Washington D.C.	Village of Downers Grove	Downers Grove, IL
Washington D.C. Marketing Center	Washington D.C.	Will County Center for Econ Development	Joliet, IL
FLORIDA		INDIANA	
Business Dev Board of Martin County	Stuart, FL	Central Indiana Corporate Partnership	Indianapolis, IN
Clay County Chamber & EDC	Orange Park, FL	Economic Development of Wayne County	Richmond, IN
Downtown Development Authority	Miami, FL	Ft. Wayne/Allen County Econ Dev Alliance	Ft. Wayne, IN
Economic Council of Palm Beach County	West Palm Beach, FL	Greater Lafayette Commerce	Lafayette, IN
Enterprise Florida, Inc.	Orlando, FL *	Hendricks County Economic Dev Corp.	Plainfield, IN
Florida's Great Northwest, Inc.	Destin, FL	Indianapolis Economic Development Corp.	Indianapolis, IN
		Indy Partnership	Indianapolis, IN

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ORGANIZATION	LOCATION	ORGANIZATION	LOCATION
INDIANA continued		MICHIGAN	
Radius Indiana	Bedford, IN	Albion Economic Development Corp	Albion, MI
Southwest Indiana Chamber of Commerce	Evansville, IN	City of Port Huron	Port Huron, MI
		Class for World-Class Communities	Benton Harbor, MI
IOWA		Econ Dev Alliance of St. Clair County	Port Huron, MI
Davenport One	Davenport, IA	Enterprise Group of Jackson, Inc.	Jackson, MI
Siouxland Initiative	Sioux City, IA	Lansing Economic Area Partnership	Lansing, MI
Quad City Development Group	Davenport, IA	Michigan Economic Development Corp. *	Lansing, MI
		Midland County Econ Development Corp.	Midland, MI
KANSAS		Muskegon Economic Growth Corp.	Muskegon, MI
Go Topeka	Topeka, KS	Shiawassee Area Chamber	Owosso, MI
Great Plains Development Authority	Parsons, KS	Southwest Michigan First	Kalamazoo, MI
Greater Wichita Econ Dev Coalition	Wichita, KS	The Right Place, Inc.	Grand Rapids, MI
Hutchinson/Reno County Chamber	Hutchinson, KS		
WI/SE Partnership for Growth	Wichita, KS	MINNESOTA	
		Minneapolis Regional Chamber	Minneapolis, MN
KENTUCKY		MISSISSIPPI	
Bowling Green Area Chamber	Bowling Green, KY	Columbus Chamber and Economic Dev Corp.	Columbus, MS
Greater Louisville, Inc. *	Louisville, KY	Columbus-Lowndes Development LINK *	Columbus, MS
Greater Owensboro Economic Development Corp	Owensboro, KY	Hancock County Development Commission	Bay St. Louis, MS
Kentucky Cabinet for Economic Development	Frankfort, KY	Vicksburg-Warren County EDF/Port Commission	Vicksburg, MS
Madisonville-Hopkins County Econ Dev Corp.	Madisonville, KY		
Northern Kentucky Chamber	Fort Mitchell, KY	MISSOURI	
Tri-County Economic Development Corp.	Covington, KY	Downtown Council of Kansas City	Kansas City, MO
		Downtown St. Louis Inc.	St. Louis, MO
LOUISIANA		Economic Development Corp of Kansas City *	Kansas City, MO
Baton Rouge Chamber	Baton Rouge, LA	Kansas City Area Development Council	Kansas City, MO
Greater New Orleans, Inc.*	New Orleans, LA	Missouri Partnership	St. Louis, MO
Jefferson Parish ED Commission	Metairie, LA	St. Louis Development Corp.	St. Louis, MO
Louisiana Economic Development *	Baton Rouge, LA	St. Louis Regional Chamber (RCGA) *	St. Louis, MO
Metro Vision	New Orleans, LA		
New Orleans Chamber	New Orleans, LA	MONTANA	
St. Bernard Econ Development Foundation	St. Bernard, LA	Great Falls Development Authority	Great Falls, MT
		Missoula Economic Partnership	Missoula, MT
MAINE		NEBRASKA	
Aroostook Partnership for Progress	Caribou, ME	State of Nebraska, Dept of Economic Development	Lincoln, NE
		NEVADA	
MARYLAND		Las Vegas Regional Econ Development Corp. *	Las Vegas, NV
Baltimore Development Corp.	Baltimore, MD		
Frederick County Economic Development Commission	Frederick, MD	NEW MEXICO	
Greater Baltimore Alliance	Baltimore, MD	Amarillo Economic Development Corp	Amarillo, TX
Howard County Econ Development Authority	Columbia, MD	Albuquerque Economic Development Inc.	Albuquerque, NM
Maryland Economic Development Commission	Baltimore, MD	Carlsbad Development Corp.	Carlsbad, NM
Prince George's County Chamber	Lanham, MD	Mesilla Valley Econ Development Alliance	Las Cruces, NM
Prince George's County Econ Dev Corp.	Landover, MD	New Mexico Economic Development Corp.	Santa Fe, NM
		New Mexico Partnership	Albuquerque, NM

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ORGANIZATION	LOCATION	ORGANIZATION	LOCATION
NEW YORK		OKLAHOMA	
Albany-Colonie Regional Chamber	Albany, NY	Bartlesville Development Corp.	Bartlesville, OK
Buffalo Niagara Enterprise	Buffalo, NY	Lawton Fort Sill Chamber	Lawton, OK
City of Buffalo	Buffalo, NY	Tulsa Metro Chamber *	Tulsa, OK
Cornell AG Food & Tech Park	Geneva, NY	Muskogee Port Authority	Muskogee, OK
Erie County Industrial Development Authority	Buffalo, NY		
Greater Rochester Enterprise	Rochester, NY	PENNSYLVANIA	
Insyte Consulting	Buffalo, NY	Greater Wilkes-Barre Chamber	Wilkes-Barre, PA
Jefferson County Industrial Dev Authority	Watertown, NY	Lancaster Alliance	Lancaster, PA
Saratoga County Prosperity Partnership	Malta, NY	Lehigh Valley Economic Development Corp.	Allentown, PA
		Penn's Northeast	Pittston, PA
		Pittsburgh Downtown Partnership	Pittsburgh, PA
NORTH CAROLINA		SOUTH CAROLINA	
BEST NC	Raleigh, NC	Charleston Regional Development Authority	Charleston, SC
Business High Point, Inc.	High Point, NC	Clemson University - ICAR	Greenville, SC
Chatham Economic Development Corporation	Pittsboro, NC	South Carolina Department of Commerce	Columbia, SC
Cumberland County Business Council	Fayetteville, NC		
Davidson Vision	Davidson, NC	SOUTH DAKOTA	
Downtown Durham, Inc. *	Durham, NC	Aberdeen Development Corporation	Aberdeen, SD
Downtown Winston-Salem Partnership	Winston-Salem, NC	Sioux Falls Development Foundation	Sioux Falls, SD
Fayetteville Area Econ Development Corp.	Fayetteville, NC	Yankton Office of Economic Development *	Yankton, SD
Greater Durham Chamber *	Durham, NC		
Greensboro Chamber of Commerce	Greensboro, NC	TENNESSEE	
Greensboro Partnership	Greensboro, NC	Chattanooga Area Chamber	Chattanooga, TN
High Point University	High Point, NC	Maury County Chamber/Econ Dev Alliance	Columbia, TN
Piedmont Triad Partnership *	Greensboro, NC	Memphis Regional Chamber	Memphis, TN
Research Triangle Foundation	Research Triangle Park, NC	Washington County Econ Dev Council	Johnson City, TN
North Carolina Railroad Company	Raleigh, NC		
Rowan County Chamber/RowanWORKS *	Salisbury, NC	TEXAS	
Triangle Community Foundation	Durham, NC	Amarillo Economic Development Corp.	Amarillo, TX
Wilkes County Econ Development Corp.	North Wilkesboro, NC	City of Carrollton	Carrollton, TX
		City of Dallas *	Dallas, TX
		City of Irving	Irving, TX
NORTH DAKOTA		City of San Antonio	San Antonio, TX
Grand Forks Regional Econ Dev Corp.	Grand Forks, ND	Corpus Christi Chamber of Commerce	Corpus Christi, TX
Greater Fargo Moorhead Econ Dev Corp.*	Fargo, ND	Corpus Christi Regional Econ Dev Corp.	Corpus Christi, TX
		Downtown Amarillo, Inc.	Amarillo, TX
OHIO		Galveston Econ Development Partnership	Galveston, TX
Cincinnati USA Chamber *	Cincinnati, OH	Greater Austin Chamber	Austin, TX
City of Cleveland	Cleveland, OH	Greater Irving-Las Colinas Chamber	Irving, TX
City of Dayton	Dayton, OH	Greater Houston Partnership *	Houston, TX
Clermont Chamber of Commerce	Milford, OH	Greater San Marcos Econ Development Corp.	San Marcos, TX
Cuyahoga County	Cleveland, OH	Greater Wichita Falls Chamber and Industry	Wichita Falls, TX
Dayton Development Coalition	Dayton, OH	Lufkin-Angelina County Chamber of Commerce	Lufkin, TX
Greater Cleveland Growth Assoc.	Cleveland, OH	Real Estate Council of Austin	Austin, TX
Greater Findlay Inc.	Findlay, OH	SA Works	San Antonio, TX
Growth Partnership of Ashtabula County	Jefferson, OH	San Antonio Economic Development Foundation	San Antonio, TX
Jobs Ohio	Columbus, OH	Sherman Economic Development Corporation	Sherman, TX
Toledo Regional Growth Partnership	Toledo, OH		
Wayne Economic Development Council *	Wooster, OH		

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ORGANIZATION	LOCATION
VIRGINIA	
City of Virginia Beach	Virginia Beach, VA
Franklin-Southampton Economic Development Inc.	Franklin, VA
Greater Richmond Partnership	Richmond, VA
Hampton Roads Chamber	Norfolk, VA
Hampton Roads Econ Dev Alliance	Norfolk, VA
Martinsville-Henry Econ Dev Corp.	Martinsville, VA
Peninsula Alliance	Newport News, VA
Prince William County	Prince William, VA
Stafford County	Stafford, VA
Virginia Economic Development Partnership *	Richmond, VA
WEST VIRGINIA	
MidOhio Valley Roundtable	Parkersburg, WV
West Virginia Development Office	Charleston, WV
WISCONSIN	
Forward Janesville	Janesville, WI
Greater Green Bay Chamber of Commerce	Green Bay, WI
Kenosha Area Business Alliance	Kenosha, WI
WYOMING	
Casper Area Economic Development Alliance	Casper, WY

*INDICATES MULTIPLE SEARCHES