

Valerie Frederickson & Company  
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## **HR Search List 7-31-00**

*Dear Friends:*

*We have many HR searches going on both in San Francisco and the Peninsula, and could use your networking support. If you have worked with any excellent HR folks who are currently available and actively looking, kindly forward them this email. Also, please feel free to come by and visit us in our beautiful new offices. For your non-HR friends and relatives, we've included at the bottom of the list a short description of some of our other current retained searches. Many thanks to our two favorite referral sources, Frank Gondaillier of ProQwest and Juanita Mast of Right Associates.*

*Take care, Valerie*

### **HR Search #601**

**International VPHR** (lower Peninsula) needed for a startup wireless communications spin-off of a prestigious, global technology. Polish, sophistication, and the ability to work well with a global team are important. European travel involved.

Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR search #601.

### **HR Search #602**

**Director/Manager of HR** (San Francisco) for a unique B2B e-commerce global products exchange. Please have both international HR strategic planning abilities, and hands-on domestic and international HR experience including recruiting, compensation and benefits, etc.

Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR search #602.

### **HR Search #603:**

**SVPHR and Administration** (San Francisco) with significant global HR and M&A expertise needed for a B2C. The company has a great new Director of HR in place, two senior executives from the entertainment industry and have already formed alliances with national and international leaders in entertainment and education.

Email resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and please reference HR Search #603.

### **HR Search #604:**

**VP/Director of HR** (Mountain View) needed for a B2B vertical e-commerce Internet exchange. Manage all recruitment efforts, including supervising all recruiters, designing and implementing an aggressive online recruiting presence, and designing and implementing an HR strategy. Company is in the process of expanding from 10 to 100 employees, and needs someone fast, flexible, intense and fun (a "gamer") to really roll up their sleeves and run HR.

Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR Search #604.

### **HR Search #605**

**Compensation and HRIS Manager and two HR Representatives** needed for an internationally renowned, successful, stable, publicly held, 600 employee, professional consulting firm located on the mid-Peninsula. In addition to learning the Business Partner model of HR, assume management level responsibilities for two recruiters and an HR administrative assistant, and be a team player in a small, highly educated, sophisticated HR department. Tuition reimbursement is available to pursue your masters. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR Search #605.

### **HR Search #606**

**HR Managers and Directors** fluent in Spanish needed for East and South Bay large manufacturing company. Have solid HR experience including recruiting, employee relations, compliance, etc. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR Search #606.

### **HR Search #607**

**Contract HR executives and managers** (San Francisco, Peninsula, East Bay) needed for numerous companies. Come on board our firm as a valued consultant, and we'll have you working the next day. Handle HR strategic planning, recruiting, ER, all generalist HR- depending on your level. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR search #607.

### **HR Search #608**

**Director of HR** for the mid-Peninsula-based independently run, internationally renowned research lab of a large high tech company. Serve as Business Partner to the senior lab executive. Know what it takes to recruit and retain top engineering talent, and be able to persuasively represent Silicon Valley to HQ. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR search #608

### **HR Search #609**

Two Senior (and two junior) staffing professionals needed for six month contracts for large high tech firm. Manage all systems and processes for a heavy ramp up, and enjoy managing a small, cohesive team. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR Search #609

### **HR Search #610**

HR Representatives and HR Coordinators needed for various companies located between San Francisco and San Jose. Get the career plan and mentoring your deserve while furthering your expertise in HR. Please email your resume to [recruiting@vfandco.com](mailto:recruiting@vfandco.com) and reference HR Search #610

**HR Consultants and HR Contractors** needed for full or part-time assignments between SF and San Jose. If you are interested in contract work, please send your resume to Joyce Irby, Manager of HR Contracting and Consulting Services at [joyce@vfandco.com](mailto:joyce@vfandco.com). Our clients are currently looking for the following:

**HR Search #\_\_\_\_\_**

Senior Level HR Managers needed for a stable, Silicon Valley client who is building new business groups. This is the opportunity to work in a start up atmosphere with the added support of a larger organization. If you have 10+ years of experience and enjoy building creative, strategic HR programs, this may be a match for you. This contract opportunity has the potential to become a direct hire for the right person.

**HR Search #**

We have many dot.com and start up clients from SF to SJ looking for help in creating their HR infrastructure. Key qualifications for these positions are: the ability to determine and prioritize a company's need for various HR related systems and procedures; a track record in building HR policies and procedures from scratch; experience in HR related vendor assessment, i.e. payroll systems, recruitment agencies; and the ability to work with executives and managers to bring them quickly up to speed on relevant employment law. The positions in which we have recently placed contractors are both long and short term. If you have start-up experience or have always wanted to try HR in this kind of atmosphere, we would love to meet you.

**HR Search #\_\_\_\_\_**

We receive calls daily from clients looking for contract recruiters. In general, these opportunities would be ideal for recruiters with 3+ years of experience in the Bay Area market, who are internet savvy, able to manage the hiring process start to finish, and adept at dealing with the hiring managers. If you are an experienced tech or non-tech recruiter looking for your next contract, please send us your resume ASAP.

**OR.....**tell us exactly what your ideal job/assignment is, and Joyce Irby, will work with you to get it. Contact Joyce Irby at [joyce@vfandco.com](mailto:joyce@vfandco.com).

**Non-HR Searches:**

We are currently conducting many other searches, and would appreciate any referrals. These candidates are very welcome to simply contact us by sending their resumes to [recruiting@vfandco.com](mailto:recruiting@vfandco.com), or they can contact our new Director of Client Research, Olga Ocon, at [olga@vfandco.com](mailto:olga@vfandco.com). Thanks again!

Current non-HR searches include: CTO; CFO; VP Engineering; VP Marketing; VP Business Development; VP Sales; VP Operations; Director of Marketing Communications; Director of Channel Management; Manager of Web Strategy; Director of Product Marketing; Project Manager. Also needed are international superstars from investment banks, and television/movie producers (lots of them).

We are looking for an Office Manager/Administrative Assistant for our own company. Someone who is awesome on the phones, brilliant, multitasks, and shares our attitude that serving our clients is a wonderful thing, and would like to be developed and be on a career path.