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VF&Co HR Laundry List 08-29-00

Dear Friends:

As Labor Day approaches, we find ourselves laboring in a daze over many HR searches and would greatly appreciate your networking support. If you have worked with any excellent HR folks who are currently available and actively looking, kindly forward them this email. 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. This month I'd like to thank Joanne Webster for the kind referrals. If you would like to be removed from our email list, please email me at Valerie@vfandco.com or give me a call directly.

Take care, Valerie

HR Search #901 (one position still open) Santa Clara County

Two Senior Level HR Directors needed for an international technology client who is building new business groups. All the fun and glamour of a start up atmosphere with the added support and cushion of a sophisticated, global organization. Have 10-20+ years of experience and enjoy building creative, strategic HR programs, working with different teams, and providing senior-level ER and staffing expertise. Lots of fast advancement opportunity, including international. Contract or direct hire.

Please email your resume to recruiting@vfandco.com and reference search #901.

HR Search #902 East and South Bay

HR Managers and Directors fluent in Spanish needed for large manufacturing company. Solid HR experience including recruiting, ER, compliance, etc. Smart, sophisticated, fun senior management.

Please email your resume to recruiting@vfandco.com and reference search #902.

HR Search #903A Santa Clara County

HR Business Partner-Engineering needed for hot, pre-IPO, ERP software services company. Company has sophisticated products, is employee-oriented, fun, and takes HR best practices extremely seriously. Work hand in hand with the VP of Engineering and Product Management as that division shoots toward 200 employees, and work with the HR team to develop tools, systems, and processes. Be a strong HR coach, advisor, content expert, and focus your efforts on doing what it takes to increase productivity. Bring your high IQ, fondness for technical people, experience designing and setting up programs from scratch, independence, team work, and raise the bar.

Please email resume to recruiting@vfandco.com and reference search #903A.

HR Search #903B Santa Clara County

HR Business Partner-Professional Services needed for hot, pre-IPO, ERP software services company. Company has sophisticated products, is employee-oriented, fun, and takes HR best practices extremely seriously. Work hand in hand with the well known *Valley Superstar* VP of Professional Services to create, implement, and take over the world, and work with the HR team to develop tools, systems, and processes. Be a strong HR coach, advisor, content expert, and focus your efforts on increasing productivity. Be charismatic, energetic, independent, an expert. Have sparkle, fast thinking, collaboration skills, and the ability to know when and how to bring in the cavalry.

Please email resume to recruiting@vfandco.com and reference search #903B.

HR Search #904 San Francisco China Basin

HR/Staffing Director for one of the world's leading providers of e-commerce software solutions to both B2B and B2C companies. Online products include storefront creation, order processing, business administration, and management tools. HR generalist, staffing, and international experience preferred.

Please email your resume to recruiting@vfandco.com and reference search #904.

HR Search #905A and 905B Santa Clara County

Two ER Managers (to \$90K) needed for extremely profitable (great stock options!) and successful high tech company in Santa Clara. Stunningly beautiful campus, disciplined, well organized, polished senior HR management team who have worked together for a number of years. Stable yet rapid growth.

Please email your resume to recruiting@vfandco.com and reference HR Search #905.

HR Search #906 Santa Clara County

Director of Staffing needed for a hot, high profile, recent IPO company. Client is hitting Phase II and now needs someone to really set up and drive staffing. Brand new VPHR is one of the nicest and easiest to work with around.

Please email your resume to recruiting@vfandco.com and reference HR Search #906.

HR Search #907A-Z Bay Area

Contract HR Executives, Staffing Professionals, Contract Recruiters, HR Managers, ER Managers, HR Generalists, Compensation/Benefits Managers and Generalists, Recruiting Coordinators (all Bay Area) needed for our clients. Join our firm, and we'll have you working the next day. Key qualifications: the ability to determine and prioritize client's needs; a track record in building HR policies and procedures from scratch; experience in 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 always wanted to try contracting, we would love to meet you. Please email your resume to joyce@vfandco.com and reference HR search #907. **Or...** tell us exactly what your ideal job/assignment is, and Joyce Irby, our Manager of HR Contracting and Consulting Services, will work with you to achieve your goals.

HR Search #908 - Redwood Shores

Staffing Manager with drive, creativity, professionalism and flexibility needed for the world ruler in its industry. Someone who is hip, cool, smart as a whip, and gets it will have a blast here. Opportunity is unlimited, stock options generous.

Please email your resume to recruiting@vfandco.com and reference search #908

HR Search #909

Senior and Junior Staffing Professionals needed for 6 to 18 month contracts for two large high tech firms. Manage all systems and processes for a heavy ramp up, and enjoy managing a small, cohesive team. The staffing manager is extremely well organized and good at putting in processes, so you can learn from the best, or sit back and do what you do best without a lot of grief.

Please email your resume to recruiting@vfandco.com and reference Search #909

HR Search #910 -San Francisco

Human Resource Director position available with one of our hottest international e-commerce clients. Based in the Corporate HQ in SF this is a high profile position with unbelievable growth potential. The ideal person will be a business savvy strategic thinker who has no trouble getting tactical when needed. Must be risk-attracted, persuasive, and be ready to implement strong ideas from the beginning. Reports directly to the President. If you have all of this and 7+ years of HR management in your background, please email your resume to recruiting@vfandco.com and reference Search #910.

HR Search #911 - Redwood Shores

Human Resource Director - This client is a leader in its industry and values HR professionals who can contribute cutting edge, competitive ideas for all areas of people management. They want to be an "employer of choice" and really walk this talk. A strategist with a strong OD, staffing and comp background who has over 7 years HR Management experience would be a good match. Must have high ethics and good intuition. If this is you, please email your resume to recruiting@vfandco.com and reference Search #911.

HR Search #912

Human Resource Coordinators - We are getting calls from all directions, SJ to Mid-Peninsula for HR Coordinators. If you know anyone at this level who is looking, please ask them to send their resumes to recruiting@vfandco.com and reference Search #911.

Advertisement: We seem to have cornered the market on senior level compensation and staffing professionals, and need more places to put them. Can you help?

Non-HR Searches:

Our two other search practices, **Executive Search** and **Tech/General Search** like to network also. They're looking for: **VP Biz Dev, Enterprise Products** for a triple vertical ASP (Cupertino); **Senior Director of Biz Dev, Banking and Financial Services Division** for a triple vertical ASP (Cupertino); **VP Marketing for a software company** (Sunnyvale); **Director of Biz Dev**, taking innovative technology to market (to \$600,000) (mid Peninsula); **Chief of Staff** for hot high tech research lab (maybe someone from a hospital or university (to \$220,000) (mid Peninsula); **Chief Marketing Officer** for a services company (Redwood City); **Group Director of Product Marketing** for voice recognition software company (Menlo Park); **Senior Auditor** (with international travel) (Fremont); **General Accountant** (Fremont); **Financial Analyst** (Fremont); **Senior Gaming Engineer** (have a marquee name or have done marquee games) (Santa Clara); hardware engineers to work on big servers (Cupertino). These candidates are very welcome to simply contact us by sending their resumes to recruiting@vfandco.com.