

## [Letter from the Editor]

Dear Friends:

Happy New Year! I hope you are doing well and finding this fresh, clean New Year full of hope, energy, and possibilities. We've seen an interesting theme emerge across all areas of our work. We call it **Going Beyond the Resume**. Companies and candidates know that having the right employers, titles, and skills on the resume don't guarantee a good fit, or even guarantee finding employment. Silicon Valley has seen executive teams fall apart repeatedly by overlooking personality and cultural fit. Individuals often fail to go deeper than their resume and miss out on their own adult maturation processes by not focusing on who they really are. Our clients are asking us to go BTR in all the ways we serve them, which has made us deepen our focus in both our search and outplacement practices, and had led to an increase in our strategic HR consulting.

This year we are dedicated to helping our corporate clients develop better executive teams and helping our outplacement and career management candidates plan more appropriate employment and career development. On the HR consulting side, you'll see a higher level of partnership, focusing on HR business strategy, and even on fundraising. This shows that our network goes BTR. We will present panel discussions, research and write articles, and talk to our clients about how they develop best hiring practices and career strategies by going Beyond the Resume. Additionally, some of our friends in SF have asked us to increase our presence there, so we'll be hosting events and meeting clients in both locations.

On a personal note, Valerie Frederickson & Company is expanding our operations both domestically and globally due to demand, and is increasing headcount. At the end of this newsletter you'll see our open positions. We'd love your networking help.

Finally, this month I'd like to thank John Klinestiver for all his support!

Take care,  
Valerie

### **Featured Events:**

The 2003 Gray Cary Employment Law Briefing

February 27, 2003, Santa Clara Marriott, Santa Clara, CA

In today's challenging business environment, employers are being asked to juggle a number of new federal and state laws, heightened government regulation, and new, aggressive enforcement policies. The 2003 Gray Cary Employment Law Briefing is designed to provide timely, invaluable information for in-house attorneys and HR professionals on these important, new employment law issues.

Fundraising and Networking Event in honor of Vector II & Jim McKinley

February 10, 2003, VF&Co Headquarters, Menlo Park, CA

Vector II, Inc., a startup health sciences diagnostic company, has successfully developed a Prothrombin INR technology to be used for monitoring anticoagulation therapy (ACT). First generation products, available since the mid 1980s, have developed a \$200 million segment of the ACT monitoring market. Vector has developed the next generation technology, a handheld meter and disposable strips, which is more accurate, significantly less expensive and less complex than current products. The company

expects to raise \$750,000 in the current 'Friends and Family' round. Jim McKinley, the CEO, and Valerie Frederickson invite you to learn about Vector II and do some networking. Jim has run or held senior management positions in Collagen, Target Therapeutics, Cooper Laboratories, Pulmonx, NuVasive, and ReGen Biologics.

**Current Retained Searches:**

We encourage the following qualified candidates to contact us for current and future consideration: Board Director, CEO, IVPHR, VPHR, CFO, Controller, Sales and Marketing, VP of Business Development, VP of Marketing, VP of Engineering, HR Director. This month, we also seek HR professionals that have management of executive development and executive coaching practices for internal VF&Co positions. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

**Vice President, Sales (South Bay)**

Global manufacturer serving the semiconductor, biopharmaceutical and electronic components industries. Responsible for direct and indirect sales, business development efforts including new client acquisition as well as directing customer relationship strategies, and management of an internationally distributed sales infrastructure. Comprehensive sales and marketing expertise (10 years minimum; at least five years in a senior leadership role), experience in semiconductor or other hardware manufacturing industries is essential. Track record and thrive and lead in a dynamic, team-focused environment. Leadership acumen, fast moving situations, and building and developing aggressive sales teams is paramount. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

**Labor & Employee Relations Manager (East Bay Hills)**

National laboratory, which is a subcontractor to the U.S. government (not the one in trouble). Expert skills and recent significant experience in all aspects of labor negotiations, collective bargaining, grievances, litigation, arbitration, employee relations, strategic employee communications, training, and be comfortable recruiting and managing an experienced staff. Expert knowledge of local, state and Federal employment/labor laws and regulations (FEHA, FMLA, Title VII, ADA), LBNL/UC/DOE policies & procedures, public employer and HEER (higher education). Org has new visionary, action-oriented leader, great relationships with their unions, and is a prestigious place to work. Good pay, great benefits, relocation package, beautiful views, and extremely generous PTO. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

**Director of Human Resources (SF)**

Director-level HR generalist or specialist with large and startup company experience and great ER/training/development/staffing experience. Employee communications skills, counseling, energy, sense of humor, self-confidence, polish, and high flexibility/client services focus. Staff of approx. two. 400 employee, hot high tech company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

**Senior Organizational Development Specialist (SF) (two positions)**

Provide leadership and project management in training, change management, development, and culture transformation, communications, process engineering, and knowledge capture. Able integrate and structure complex economic and human relationships and an ability to analyze organization structure and individual and organizational behavior. Facilitation, project planning, monitoring and management, evaluation and client management also required. 8+ years project management utilizing and managing a virtual team; 8+ years OD and/or change management; 5+ years' knowledge management/training. FT

or three-month, temp-to-full-time contract. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

VF&Co Internal Opportunities (Menlo Park, CA)

Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Outplacement Consultant (Hourly/Contract)

MA in Counseling Psychology with an emphasis in Career Development or OD or similar field (or working on it); tremendous curiosity about all jobs and how to get them; high tech/biotech knowledge; plus a highly developed intuition for career transitions/career satisfaction. Advanced word processing skills and great resume writer. No ego, team player, great communicator. Able to relate to very different populations with love, fondness, and wisdom.

Business Development Executive

Develop new business and increase existing business by selling consulting solutions to our valued clients. Five++ years of successful sales and biz dev (both new and existing) selling high-end HR services and solutions primarily through HR, CFOs and CEOs; a track record of meeting and exceeding quotas; and a Rolodex of HR and other C-level executives with whom s/he already has relationships. High ethics, kindness, energy, attention to detail, and a natural, intuitive bonding style. BA or MA in OD, HRM, Business, or a similar field, plus continuing education in the field, along with any certifications such as PHR. Full-time.

Bookkeeper

Part-time bookkeeper for two to four days a month. Complete basic accounting procedures using Quickbooks Pro including AP/AR, bank recs, tax prep and minimal collections. Potential for other responsibilities. This person should be transactional, process, and detail oriented.

Receptionist

Phones, data entry, word processing, errands, research. Meticulous, polite, charming, flexible, learns quickly. Advanced Word and ACT skills preferred. Advancement opportunity. Part-time.

System Administrator (Outside Vendor)

Top-notch System Administrator well-versed in small businesses using Microsoft Windows 2000. Experience with network maintenance, ACT, Palm, MSO, and firewalls. Able to provide system maintenance, troubleshooting and rapid support response to Menlo Park offices.