



Enterprise Software Walnut Creek

Treasure Search Partners, specializes in positions that are strategic in nature. One of the Partners manages the entire process from start to finish--recruiting, screening, interviewing, candidate biography preparation, candidate presentation, reference checks, salary / offer negotiations and background /educational screening when necessary.

Treasure Search Partners takes a lead role is partnering with clients as they look to build a "Best in Class" Executive Search Practice in house. Using Treasure Partners unique "360* Best in Class Transformation" approach is how this is accomplished. We deep dive and become intimately familiar with "every possible touch point" as it relates to the Executive Recruitment function. As we gain a true understanding of the current state of the organization and the overall goals and objectives of the HR / Recruitment leaders and organizational leaders, we then develop a customized strategic road map that will allow the organization to drive a "360* Best in Class Transformation" inclusive to every touch point including: how Executive Search is defined, carried out, viewed both internal/external and is measured.

The "360* Best in Class Transformation" approach examines and analyses how Executive Recruitment is viewed by the organization and executive leadership team, how it is currently branded and marketed, what communication vehicles are used, how success is measured, training and experience level of the current executive recruitment / professional recruitment team, what the candidate experience is like, how candidates are evaluated (interview scorecards/ sheets / external assessments/ etc.

In short the over all goal is to effect a 360* transformation of the above areas, by developing and putting in place; "Best in class" tools, partners and processes; an Expert Executive Recruitment Team that will have the necessary skills and experience to meet and exceed their clients needs and the hiring goals of the organization.

Career Transition

Treasure Search Partners takes a lead role is partnering with clients, when they have a need to transition their employees, as a result of a company reorganization, purchase or sale. We also offer individual career transition assistance for professionals. Treasure Partners realizes that candidates are not looking to move to just another job. We assist them in discovering how to work in areas that interest them, how to continue to build out their career in the direction that will best suit their expertise and professional skills. Treasure Partners will work directly with each candidate so that finding and securing a new career will be something that the candidate looks forward to and the partnership and guidance offered by Treasure Partners, fills them with confidence and enthusiasm for the bright future ahead.

Luke moved to San Francisco from Vermont and is an accomplished cyclist, open water swimmer and fisherman. He has a young family of three and is involved in the local school system on a volunteer basis.

Treasure Search Partners's founding partner is, Saoirse (seersha) Downey. Saoirse is an Irish native; who has made San Francisco her home since 1996. Saoirse has over 20 years of senior level and executive level recruitment experience in Enterprise technology, Consumer Technology, Financial services and Consumer areas.

Industry Experience

Representative list of past assignments/ clients:

- Director, Creative
- Sr. Director Technical Services
- Director Technical Support
- Sales/Solutions Engineers
- VP, Customer Success
- Director, Product Management
- Sr. Director Product Marketing
- Sr. Sales Development Manager

Financial Services: CSAA/AAA

- Director, Product Innovation
- Executive, Technology
- Director, Compensation and Benefits
- Director, HR

CPG/Retail: Jamba Juice, Cost Plus World Market, Bare Essentials

- VP, Marketing
- VP, Global Brand Marketing
- VP, National Marketing
- Director, Brand Mkt.

Consumer Technology: Pandora, STRAVA

- Director, Creative
- Mobile Product Marketing
- Director, SEO
- Director, Product Management
- Sr. Director, Product Marketing

For more information please visit our website

<http://www.treasurepartners.com>