

# Executive Search for Private Equity & Venture Capital

## About us

Success in private capital no longer lies purely in the ability to raise capital and deploy it wisely. Today, better leadership has become the key difference maker. At Principal Connections, our award-winning consulting team supports the human capital strategies of PE & VC entities. We do this through an integrated suite of service offerings, enabling firms and their portfolio companies to leverage talent to mitigate risk and accelerate value creation.



### Executive Search

The most successful way to identify, assess and recruit elite leaders.



### Board Search

The best formal, independent method to recruit board directors and chairs.



### Future Search

Strategically pipeline leadership talent to be ready for what's next.



### Interim Search

A rapid response solution to recruit high impact interim executives.



### Market Mapping

Think of senior hiring as a treasure hunt where the map is your key to success.



### Leadership Consulting

Premier advisory services that elevate the capability of your leadership team.

## Local Expertise, Global Reach

Principal Connections is part of Agilium Worldwide LLC, independently ranked one of the world's top global executive search organisations. Together with our colleagues across 55 offices in 30 countries worldwide, each year we complete thousands of executive search assignments within most major industries and functional areas.



## We're not just another firm

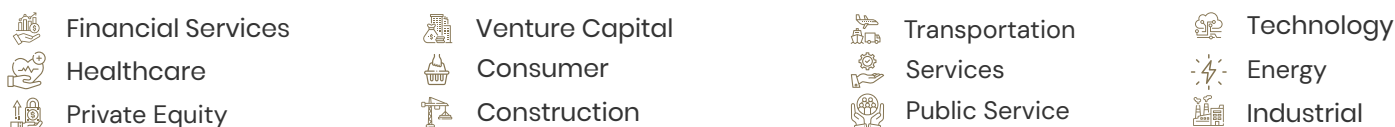
Principal Connections was recently ranked one of the "Top 10 Executive Search Firms in Europe for 2024" by HR media publication, Manage HR Magazine. And that's for a reason. We're not just another firm; we're a testament to excellence in executive search.



*“The ability to make insightful decisions about people is today's most enduring source of competitive advantage”*

# Where we work

## Industries



## Board Leadership

### Portfolio Level

- ▶ Board Chairs
- ▶ Board Directors
- ▶ C-suite Executives
- ▶ D-level Executives

- ▶ Advisors
- ▶ Operating Partners

### Firm Level

- ▶ Investment Specialists
- ▶ Fund Managers

## Our Approach

Principal Connections' approach is based on a trusted partnership model and truly is context-led. We are rigorous, thoughtful and transparent. We provide research and data driven solutions which combine a unique blend of in-depth experience with the most sophisticated methodologies, industry leading tools and global candidate networks.

## A Commitment to Diversity

We prioritise diversity because we strongly believe that teams which comprise members with diverse experiences and perspectives can address problems more effectively. A total of 40% of all the engagements that we were responsible for in 2024 resulted in a female appointment.

## Our Difference

### Success

We hold ourselves to the highest standards in all that we do. This has resulted in our unrivalled placement and candidate stick rates of 98%. (at Jan. '25)

### Experience

Our award-winning team has 100+ years combined experience built on 3+ decades of brand equity. You benefit greatly from our end-to-end senior team delivery and access at every stage.

### Global Reach

We are part of one of the world's top global executive search groups, Agilium Worldwide LLC (Est. 1984, 55 Offices, 30 Countries, 250+ Consultants).

### Assessment

We utilise the world's top leadership assessment tools which help us better predict the likelihood of a successful appointment.

### Approach

Our approach to every engagement is context-led. We are rigorous, thoughtful and transparent. We provide customised solutions and operate discreetly while representing your interests.

### Access

Our independent ownership model means that we are not constrained by the same off-limits restrictions regularly experienced by other firms.

## For further information please contact us today!

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*“Choosing those who will lead, is the single most important decision you will make”*