



We find the **right people** to support your bold vision

Talented people are key to the success of any company or organization. In the rapidly developing environmental field, your employees need to be leaders in fostering innovation, achieving growth, and creating change. CEA Recruiting offers the full range of recruiting and organizational design services.

CEA Recruiting is based on a “made to order” consulting model that builds upon a close partnership with our clients. We develop a thorough understanding of the client’s mission and personnel needs,

using our broad network and deep environmental expertise to identify top-notch talent. We recognize that hiring an assistant can be as important as finding your next VP, so we recruit the full range of

positions that an organization may need. In addition, CEA Recruiting specializes in helping growing organizations develop their hiring plans, compensation standards and management systems.

Focus Areas →

- Climate Change, Air, Energy
- Corporate Sustainability, Greening Supply Chains
- Transportation, Goods Movement
- Oceans, Marine Conservation
- Public Policy, Regulatory, Compliance Processes
- Clean Technologies
- Land Use, Biodiversity, Sustainable Agriculture
- Financial Services

Environmental Expertise

CEA is positioned to rapidly identify and cultivate potential employees. Our recruiting team has many years of experience in one or more environmental sectors (see list at left). Through our consulting practice, we serve our clients as they grapple with the issues and innovations that are transforming the field. We leverage an extensive network of thinkers and leaders in the environmental movement – a network that we draw upon to help our clients find the right people at the right time.

Tailored Service

We are committed to providing individually tailored recruiting services to our diverse set of clients, from small non-profits and growing clean-tech enterprises, to international foundations. Our consulting model provides our clients with a cost-effective and flexible way to select the services that matter most to them. Because our duties can range from hiring a single assistant to fully staffing a new program or department, we offer a variety of payment structures to suit our clients’ needs.

Our Approach

→ Client Development

First, we meet with senior management and staff to understand the organization's history, culture, work, personnel needs and overall organizational structure.

→ Outreach

Combining research, expertise, and contacts from our consulting practice, we develop an outreach strategy tailored to our clients' industry and skill-set.

→ Candidate Selection

From an exceptional pool of candidates, we identify top talent. Cultural fit and commitment to clients' values are critical qualities in our assessment.

→ Successful Placement

Throughout the entire search process, CEA manages communication between our clients and candidates to ensure a smooth and timely placement.

Case Studies →



CEA helped define the complementary value propositions of two of EDF's marine initiatives: the Oceans Program and Oceans Enterprise. CEA analyzed expertise needs and staffing gaps to prioritize programmatic strategies and optimize operational efficiency between the two programs. CEA was subsequently retained to implement the organizational design and recruit top-tier management. CEA's work staffing these marine initiatives has since expanded to mid-level recruiting and other EDF program areas.

ClimateWorks
Foundation



In a 2007 report commissioned by six leading foundations (Energy, Hewlett, Packard, Oak, Joyce, and Doris Duke), CEA defined the best ways philanthropy could address the global climate crisis. ClimateWorks Foundation was created to bring these real-world solutions to climate change to a global scale. CEA is spearheading recruiting efforts and staffing strategy for this exciting new organization, including the development of hiring plans, compensation standards and ongoing talent management.

SolFocus™
Innovation Inspired by Nature

In conjunction with CEA, recruiting consultant Blair Mandell helped to scale SolFocus from its 7 original employees to over 230 worldwide. Blair sourced and hired teams for Operations, Finance, Marketing and Sales, from VP level to individual contributors. SolFocus has developed leading concentrator photovoltaic (CPV) technology to provide solar energy solutions which are scalable, dependable and capable of delivering on the promise of clean, low-cost, renewable energy.

California Environmental Associates

Founded in 1984, CEA works at the intersection of business, policy, and markets to address today's environmental problems with multi-disciplinary solutions. Sitting at the center of such diverse interests, CEA has developed an extensive network of contacts across businesses, governments, non-profits and foundations, scientists and policymakers. This network is complemented by our solid understanding of environmental issues, formed over 25 years of deep, long-term

consulting engagements with the nation's leading businesses, non-profits, and foundations.

We serve our clients across five major practice areas:

- Recruiting Services
- Sustainable Business
- Philanthropic Services
- Sustainable Finance
- Regulatory & Compliance Strategy

For More Information →

To learn how CEA can help you build an effective and dynamic organization, please contact Recruiting Associate Micah Day:

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For a list of current searches, please visit our website:
<http://www.cearecruiting.com>