

**Kaplan | Gardner is the premier boutique executive recruiting firm in the digital marketing and media industries. Partners Evan Kaplan and Andy Gardner help companies solve business challenges by recruiting exceptional talent for their most mission-critical positions.**

## Recruiting Services and Solutions

Kaplan-Gardner's end-to-end recruiting services are tailored to unique talent requirements of each search. Every assignment includes our consultative services:

- 360-Degree Position Analysis
- Job Description Development
- Candidate Name Generation
- Competitive Industry Research
- Industry Standard Compensation
- Candidate Assessment
- Candidate Selection
- Offer Negotiation
- Background and Reference Checks
- Onboarding Guidance

## Practice Areas

Kaplan-Gardner provides recruiting expertise in these digital marketing and media practice areas:

- Executive Leadership
- Social Media
- Web Analytics
- Mobile
- Emerging Media
- Search Marketing
- User Experience
- Creative & Design
- Branding & Strategy
- Media Planning & Buying
- Account Management
- Sales & Business Development

## Positions We Fill

Kaplan-Gardner engages in executive searches for digital and integrated agencies and Fortune 1000 companies. We recruit:

- Chief Officers
- Presidents
- EVPs/SVPs/VPs
- General & Managing Directors
- Business & Global Leads
- Heads of Practices & Disciplines

## Why Choose Us



*Andy Gardner and Evan Kaplan*

When you hire Kaplan-Gardner, you get the dedicated, hands-on expertise of two of the digital industry's most passionate and respected recruiters. Evan and Andy, former executives at Razorfish, bring over forty years of combined experience and expertise, unparalleled access to a deep network of elite talent, and an unwavering commitment to results with every search.

**As you consider your next critical hiring moves, please give us a call.**

Andy Gardner, Partner

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