

What makes us stand out from other search firms?

It all starts with listening!

Our firm is a specialized boutique executive search firm located in Dallas, Texas, specializing in **exclusive contingent and retained searches**. We focus on building long-term relationships with candidates and clients, taking time to get to know the skills, experience and management styles of the hiring authority and candidates **so we can ensure a successful fit**. We take time to know our clients and our candidates well, and to carefully, and fully **listen** to their needs and concerns.

We are **all about relationships...we are not transaction oriented**. Founded in January 2010, our firm is made up of successful senior business professionals who are passionate about helping our candidates succeed in their careers and helping our clients find candidates who fit their cultures and management styles.

We realize that it is critical to present to the hiring manager only candidates who have similar management characteristics to ensure a close fit with the team and long-term success. As part of our process, we assess how the manager and candidate would work together on a day-to-day basis. We can provide an Executive Coach with specialized assessment tools to ensure the correct fit of candidate and client.

Our Value Proposition

We identify and recruit top performers and sought after candidates for senior level and executive jobs. Our success comes from working with candidates who provide our clients with the “Five H Characteristics:”

- **Hard Working** - understanding that work ebbs and surges, but the job must get done.
- **High Achievers** - focused on realizing success, committed to the business objectives of the company.
- **Humble** - concerned about others before themselves, knowing the team comes first, leaving the ego at the door.
- **Happy** - excited about the tasks to be achieved, the opportunity in the company.
- **Honesty** – bringing integrity to the company and providing sincere and truthful communication.

Our Process

- **Exclusive Contingent Search Model:** Best practices of both Contingent and Retained Services.
- **“Purple Squirrels”:** In addition to partnering with our clients to source various levels of talent on a regular basis, they often engage us to identify candidates (Purple Squirrels) who are difficult to find. These requested characteristics may include unique or specific experience requirements, geographic location, or skills needed to address corporate changes including culture, leadership, turnarounds, start-ups, M&As, IPOs, or technology. A common denominator in many searches is the need to lead change or manage high-growth situations.
- **Functions:** Mid-level to C-Suite leaders in finance, accounting, human resources, logistics and operations, general management, information technology and sales and marketing, in both small and large businesses.
- **Ownership:** Private equity portfolio companies, family offices, closely held businesses, middle market companies, and divisions of Fortune 1000 companies.
- **Industries:** Financial services, retail, hospitality, manufacturing, distribution, energy, technology, professional services, family offices, real estate, and construction.
- **Geographic Coverage:** Worldwide capability with our strongest market presence is in the U.S.

Team Biographies

John Casey

John has a passion for people which led him to the search business in 2002. He has been involved with executive search services for over twenty years, including sixteen years with Janice Leger and Rebecca Luff.

John started executive search as an Area Managing Partner with Tatum CFO Partners, managing over 30 CFOs and ten CIOs on assignments and then joined Rebecca and Janice at Propensity/Hudson and now as a boutique firm. John served thirteen years as a CFO and six years as a President/CEO. He worked in Egypt and Spain for PepsiCo and has worked in Texas since 1982.

John has extensive work experience with entrepreneurial and closely held companies:

- Thomas Group as SME Leader for Process Improvement in Consumer Products Companies
- Composite Technology in Fort Worth as President Plant Manager and VP of Sales
- Massimo da Milano Italian Bakery Cafes as Founder and CEO
- Pioneer Flour Mills (C.H. Guenther & Sons) as CFO and member of the Office of the CEO
- Brierley & Partners as CFO
- Doskocil Manufacturing (Petmate) as CFO
- Cooking Fresh as Co-Founder and CFO
- CFO and CEO of Composite Technology for four years doing plastic extrusion for roofing and siding
- CFO and Co-Founder of Cooking Fresh food processing

John has 28 years of experience working in operations, sales and finance for manufacturing and consumer goods companies including:

- Baxter Travenol with overseas manufacturing and domestic logistics
- PepsiCo Int'l for working with franchise bottlers in Egypt and Spain
- Putting a 10K acre farm project in Egypt
- CFO of Doskocil Manufacturing (Petmate) making pet shelters and carriers

John founded CEO Netweavers in 2001 and is a strong proponent of **Servant Leadership**. John has a BA in Islamic Studies from Georgetown and an MBA in International Finance and Marketing from Harvard Business School. After school, John and his wife served in the Peace Corps in the Ivory Coast. He was President of the HBS Alumni Club of Dallas, is currently is a member of the Membership Committee of the Dallas Chapter Board of Financial Executives International, and serves on the Dallas Chapter Board of Financial Executives Networking Group and is a founding member of the Career Ministry at All Saints Catholic Church in Dallas.

<https://www.linkedin.com/in/johncaseyexecsearch/>

Janice Leger

Janice has had a presence in executive search for more than 30 years. Her career has encompassed leadership roles in corporate human resources, talent acquisitions and management. She and Rebecca Luff have shared eighteen of those years as peers within the executive search and consulting arena, working for the same organizations. Since 2006, she has partnered with John Casey, identifying talent and building solid client relationships.

A native of Dallas, Janice's experience in the talent acquisition arena encompasses sourcing, recruiting, human resources, management, compliance, training and development of business partnerships within a corporate or client environment. As a trusted and strategic business partner to clients and candidates, she has built relationships with mid to senior executives in the DFW Metroplex, nationally and globally, providing career guidance and networking contacts. She is an active member of FENG.

Having a personal career history in banking, telecom and executive search, Janice has developed expertise in sourcing, identifying, interviewing and presenting qualified mid-level to executive-level talent in accounting, finance, human resources, engineering, sales, marketing, R & D, supply chain and plant operations. She has developed long-term business relationships with clients and candidates turned clients, resulting in recurring opportunities to assist in building their teams. As a career business partner to candidates, she has qualified and matched opportunities for their next career move.

Industry experience includes private equity, privately and publicly held companies, Big 4, start-ups to Fortune 1000 in oil & gas, real estate, banking, retail, manufacturing and distribution, aviation, pharmaceuticals, telecom, utilities and professional services.

Before joining John Casey & Associates, Janice was the Recruiting Director of Accounting and Finance for Hudson Global Resources which was formerly Propensity, an Accounting & Finance executive search and consulting firm. Previously she worked with Lavinski Allen & Associates for 6 years (acquired by Accretive Solutions), recruiting and managing finance and accounting consultants.

<http://www.linkedin.com/in/janicelegerusa>

Rebecca Luff

Rebecca is a Certified Personnel Consultant (CPC) with a career track record in talent acquisition and talent management. She has over 30 years of broad-based experience in executive search, consulting, and corporate human resource roles.

Rebecca has sourced, recruited, and placed mid-level, senior management and C-level candidates for clients, including Fortune 1000, Big 4 and privately owned companies in manufacturing, distribution, retail, real estate, pharmaceuticals, telecom, oil and gas and professional and financial services. She has specific expertise in accounting and finance, human resources, operations and sales and marketing, conducting local, national, and global searches. Additionally, she has a strong candidate network having been in oil and gas and the financial services sectors the first 10 years of her corporate career and placing individuals at the C-level and Director/Manager levels over the last 20-years in the executive search business.

Rebecca's specialties in executive search and recruitment include utilizing a current broad-based network and referral sources, related associations such as FENG, FEI, IMA, SHRM, DHRA, and others including schools and university alumni, career transition groups, and industry related groups).

Prior John Casey & Associates, Rebecca served as Recruiting Director for the Dallas office of Hudson Global Resources, a worldwide provider in talent management solutions. She also served as Director of HR Client Services for Propensity, a Human Resource and Finance consulting firm specializing in talent, technology and process improvement solutions (acquired by Hudson), and spent nine years as the Director of Recruiting for the Project Services group for the Dallas office of Accretive Solutions, (formerly Lavinski Allan & Associates) managing the client and recruitment processes for the outsourced project management consulting group, specializing in accounting and finance. <http://www.linkedin.com/in/rebeccamluff>

Marissa Marsala

Marissa E. Marsala started her own executive search and career coaching company in 2011 and together with her corporate recruiting experience, has eighteen years in the recruiting industry. She brings a wealth of search and placement experience and corporate HR experience, blended with a marketing background. Marissa's most recent background includes her work partnering with food processing, pharmaceutical, biotech, diagnostic, medical device, data science/AI/machine learning, finance & accounting, metals, plastics and technology and engineering firms, the latter of which includes technical IT and DoD roles.

Although she has a deep and wide network in life sciences, aerospace/DOD, food processing, engineering, banks and other financial services, Marissa is frequently sought after by both employers and other recruiters across many other industries to fill hard-to-fill roles. As a result, she has affectionately been referred to as the "Hail Mary Recruiter," "Needle in the Haystack Recruiter," and "Purple Squirrel Recruiter."

Her recruiting expertise includes a wide range of job types across all industries—among them, IT developers, and a wide range of engineering, data science/AI/ML, clinical, finance and accounting, HR and sales and marketing roles, among others.

Prior to running her own practice, Marissa enjoyed a marketing career of over fifteen years, eight of which were spent in several healthcare-and medical device companies including Cardinal Health, ResMed Corporation, Smiths Medical, and CareFusion/BD. She served in numerous Director and VP-level roles honing her consultative skills and enabling her to successfully grow multi-million-dollar P&Ls for life sciences product portfolios and deliver tangible, bottom-line value.

Marissa is also a paid and pro bono Career Coach and has worked directly with thousands of individual job seekers and made presentations at a wide variety of professional and volunteer groups since 2009.

Earlier in her career, Marissa served in several VP and other HR leadership roles including The F&M Schaefer Brewing Company and NBC in New York and Glendale Federal Bank where she helped to shape and drive corporate business initiatives. Her experience includes recruiting, benefit and insurance administration and negotiations with providers, organizational design and development, salary administration and compensation, employee relations, and training and development, outplacement counseling, and headhunter conversion training for corporate talent acquisition professionals. Marissa earned a Bachelor of Arts Degree in Psychology and an Associate of Applied Science in Marketing from Pace University in New York. She resides in San Diego, CA. <https://www.linkedin.com/in/marissamarsala/>

Amanda Walker

Amanda received her bachelor's degree from Texas Christian University, and spent the next eight years in business development and fundraising at The Epilepsy Foundation, HELPS International and Literacy Achieves. Through these organizations, she has lived and worked in Guatemala, Nicaragua, Brazil, Houston and currently Dallas. Her travel and nonprofit background provided Amanda the opportunity to build relationships with people of all walks of life, grow her passion for helping others and became a champion of servant leadership.

Amanda's love for people and desire to help others was instilled in her at a young age by her parents. Amanda's father, Bob Walker, has served as the President of The Financial Executives Networking Group (FENG) for the past thirty-five years. FENG's mission is to find jobs for C-Suite executives and their finance/accounting departments. Working with her dad at the FENG introduced Amanda to the recruiting profession where she has spent the past five years as a talent recruiter.

Amanda has now moved into business development for John Casey & Associates, which is where she can work with clients and candidates. Amanda has known John personally for the past fifteen years and has served with him through FENG. She decided to join John's company because of the strong integrity and unique **5H Culture** that sets John Casey & Associates and his business apart from the rest. <https://www.linkedin.com/in/amandawalker/>

Paul Mason

Paul has over 20 years' experience as the America's CFO for various multinational companies after starting his career in the UK in finance where he qualified as an accountant. In his CFO roles he has led not only the finance and accounting teams but also the IT, Procurement and Logistics teams of his companies and has many years of recruiting, developing, coaching and mentoring various staff members in those teams as well as interviewing potential executive level colleagues in every functional area.

Paul's passion is helping people succeed and grow in their career and he still mentor's former graduate trainees from his former companies who are now in executive level positions.

He has been on many non-profit boards and has an extensive professional network, both in the Americas and across the world, to call upon to assist in identifying and qualifying the ideal candidates for any roles.

On a personal note, Paul fell in love with America when he was 18 years old while hitch-hiking coast to coast across the country, subsequently passing on that love to his high school friend Jennifer, whom he remains happily married to and together they have 2 children, who have now both graduated and left the family payroll.

Paul joined the team to share both his passion for helping others and his love of networking to make new friends, as well as his considerable experiences in many years of successful recruiting.

<https://www.linkedin.com/in/paulmasoncfo/>