

# ROBERT J. CWENAR, III

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Accomplished Talent Acquisition Consultant with over a decade of experience in driving business growth and leading high-performing teams within the global executive search industry. Proven track record of Search Leadership, achieving significant revenue growth, and developing strong client relationships across diverse industries. Adept in full-cycle recruiting, business development, and leveraging market data for strategic insights. Highly skilled in using various recruiting technologies and CRMs to enhance organizational success.

## Experience

### **Kingsley Gate Partners — August 2022 – May 2024**

#### **Vice President**

*GattiHR was acquired by Kingsley Gate in August 2022. Kingsley Gate is a global, retained executive search firm. Headquartered in New York, and operating globally, the firm's consultants have helped over 1700 client organizations successfully hire and onboard thousands of decision-making executives. Since 2022, the firm has been backed by private equity firm Crescent Cove Partners LP.*

- Led a team of 1 Search Director, 3 Associate Recruiters, and 1 Research Associate to execute mid-level (Sr. Manager, Director, VP, SVP) and executive-level searches (COO, President).
- Key clients included mid-market, PE Backed manufacturing companies in industries such as: Renewable Energy, Consumer Technology, Injection Molding (Packaging and Plastics manufacturing), Medical Device, Capital Equipment, Global Wholesale Food Products. Additional Experience in the Building Materials Industry (\$500MM company) and Commercial Construction (over \$1BN in revenue).
- Execute business development initiatives with key clients and new clients. I leveraged a team of shared researchers to gather market data through S&P CapitalIQ to identify key opportunities in the Private Equity that focus in mid-market manufacturing companies.
- Achieved over \$600K in search fees FY 2023. Current year on track to match or exceed individual revenue target.

### **GattiHR (Acquired by Kingsley Gate) — January 2016 – August 2022**

#### **Vice President April 2022 – August 2022**

*GattiHR was a fully retained executive search & management consultancy firm based in Boston, MA. GattiHR Acquired Armstrong Franklin in 2016.*

- Promoted to lead searches as a revenue generating partner for GattiHR. Successfully took over an existing book of business to further develop client relationship for future search work. Developed additional clients in relevant spaces.
  - Responsible for managing 1 Recruiter and 1 Research Associate.
  - Partnered with Client key stakeholders in giving strong Talent Management Guidance. Consulted with decision makers to help achieve most desired outcomes for searches and Talent Management Projects.
  - Led and fostered multi-million dollar client relationships. Some key relationships developed over the course of several years.
  - Led initiatives in tandem with our Marketing team for content generation, relevant market insights, and other forms of collateral.
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## **Director May 2018- April 2022**

- Promoted to lead the execution of various recruiting projects. Supported onboarding training and internal operational excellence projects.
- Generated year over year growth in revenue from 2020-2022.
- Partnered with Managing Director on generating over \$1.2 in revenue.
- Placement of over 20+ senior leaders per year.
- Presented and communicated market data, retrieve and collect data points, and other various forms of information to assist in any decision-making process needed by the client.
- Execute Business Development for the GattiHR brand to potential clients.

## **Senior Associate January 2016- May 2018**

- Assisted Partners and VPs on search needs. Led candidate generation, vetting process, presentation to the client and client follow-ups, and interview coordination for multiple searches at once.
- Managed candidate development and sourcing strategies for each search. LinkedIn, Crelate, and Galaxy were all utilized to maintain a healthy pipeline of candidates for each search that I conducted. Generated all reports for client calls.
- Produce quarterly articles and marketing content for use on social media.

## **Armstrong Franklin (Acquired by GattiHR)— June 2014 – January 2016** **Associate – Executive Search**

*Armstrong Franklin was a management consulting firm based in Boston, MA.*

- Managed the recruiting process for each search. This includes candidate sourcing and researching, candidate vetting and management, client management, and execution of the offer process.
- Provide market data, retrieve and collect data points, and other various forms of information to assist in any decision-making process needed by the client.
- Conduct references in accordance with the organizations standards. Assist in the negotiation process during the offer stage.

## **Education, Certifications & Organizations**

- **Drexel University, LeBow College of Business** — Bachelor of Science in Business Administration – June 2014
- **Sandler Sales Training** – Certificate 2021
- **HIPAA Certification & Training**

## **Areas of Expertise**

Full Cycle Recruiting, Business Development (mid-market manufacturing, industrial, Private Equity), Retention Strategies and Engagement, Sales and Account Leadership. Experience with S&P CapitalIQ. Experience with SAP inventory and shipment management platforms, experience with various recruiting technologies (Bullhorn, Encore, Crelate) and CRMs (Salesforce), social media marketing, researching, prospecting, candidate and lead generation.

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