
*Leadership /
Partner Retreats*

*Partner
Compensation*

*Governance &
Leadership*

Firm Profitability

*Mergers &
Acquisitions*

Executive Search

Strategic Planning

Succession Planning

*Managing Partner
Coaching*

*Marketing / Business
Development*

*Increase Your
Momentum*



EXECUTIVE SEARCH & TALENT ACQUISITION CONSULTING

2014 LATERAL HIRING STUDY

First Half - 2014

LATERAL HIRING STUDY

FIRST HALF - 2014

Koltin Consulting Group's Executive Search & Talent Acquisition Consulting practice studied 160 lateral partner, director, and senior manager hires made by the top-200 non-Big 4 public accounting and financial consulting Firms¹ across the U.S. between January 1, 2014 and June 30, 2014². The results of the study are broken down into hires by service line, industry/market sector expertise, service expertise, and Firm size.

Some quick findings:

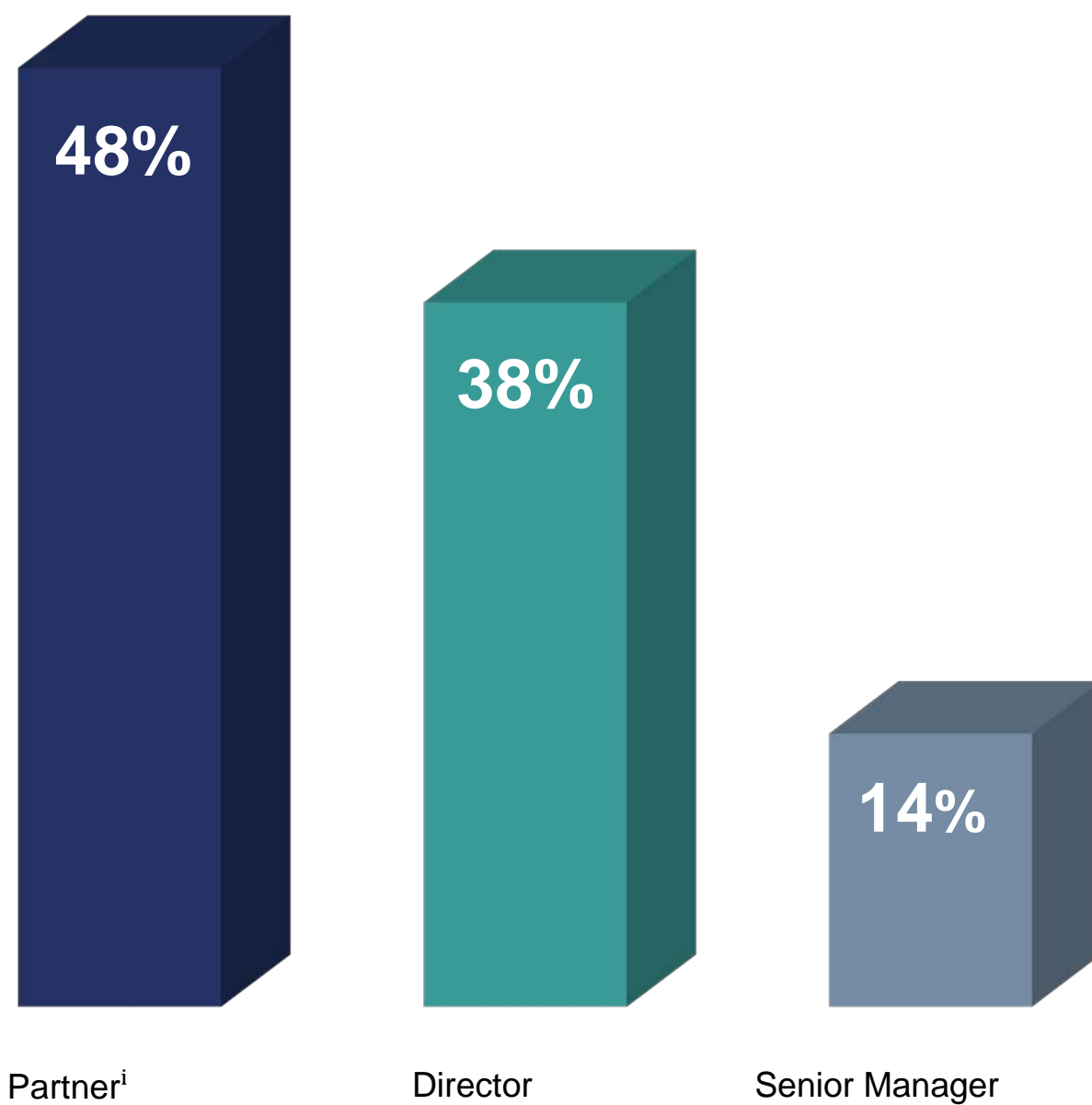
- Half of the 100 largest non-Big 4 Firms made a lateral partner, director, or senior manager hire during the first six months of 2014.
- Client-service bottlenecks due to a more complex client base, plus the increased regulatory environment is driving Firms to add layers of depth and expertise to their quality assurance and quality control functions.
- Lateral hiring of Tax professionals by Firms with \$100-250M in annual revenues has increased 62% percent since Q4 2013.
- 80% of lateral Tax hires were specialty tax professionals (E.g., SALT, international, cost seg, trusts & estates)
- Transaction Services professionals represent 40% of all lateral Advisory hires.
- Firms with \$13-25M in annual revenues increased their hiring of Advisory professionals by 85% since Q4 2013.

Additional statistics including lateral hires by region will be published at the end of the year in our 2014 Lateral Hiring Study. The 2013 Lateral Hiring Study can be found [here](#). Please see the graphics below for more information on the first half 2014 findings.

¹ The top-200 largest firms in the U.S. (by annual revenues)

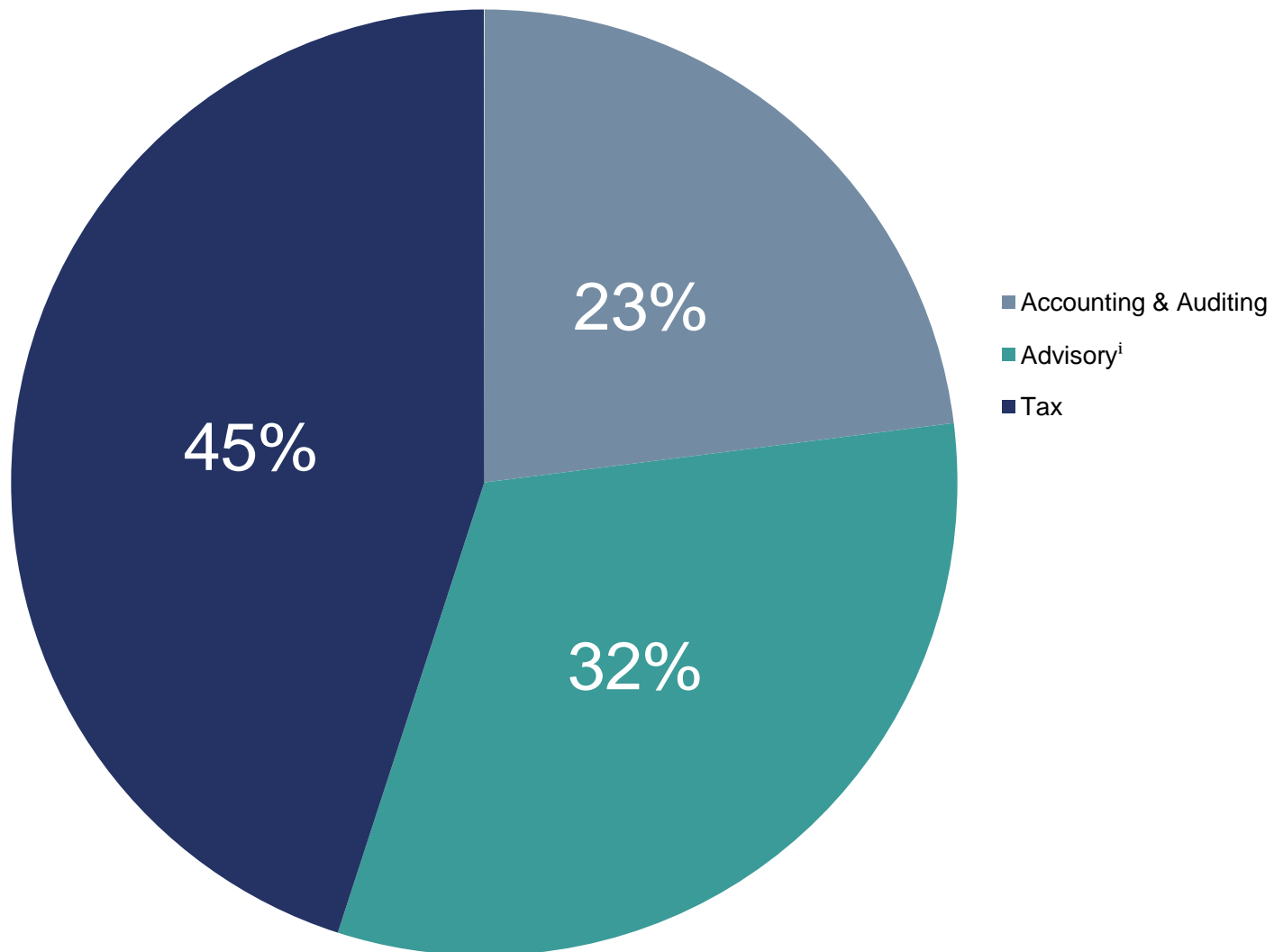
² Lateral hires made through mergers or acquisitions were not included in the study.

LATERAL HIRES BY LEVEL



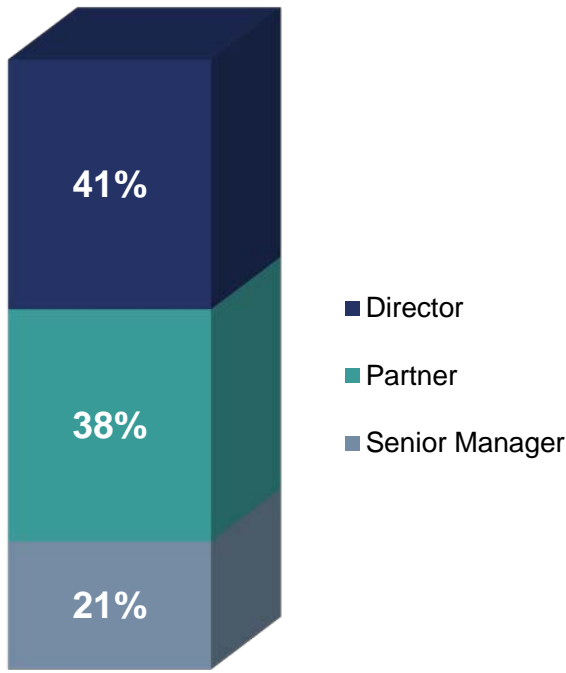
ⁱ Includes Partner-equivalent titles.

LATERAL HIRES BY SERVICE LINE

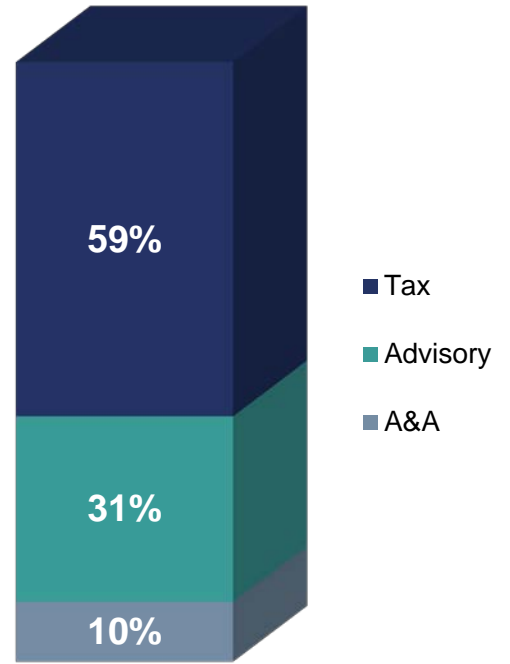


ⁱ **Advisory** = Forensics, Investigative and Dispute Services | Governance, Risk & Compliance | Transaction Advisory | Valuation | Technology Solutions | Bankruptcy and Restructuring | Business Operations & Performance Consulting | Healthcare Consulting

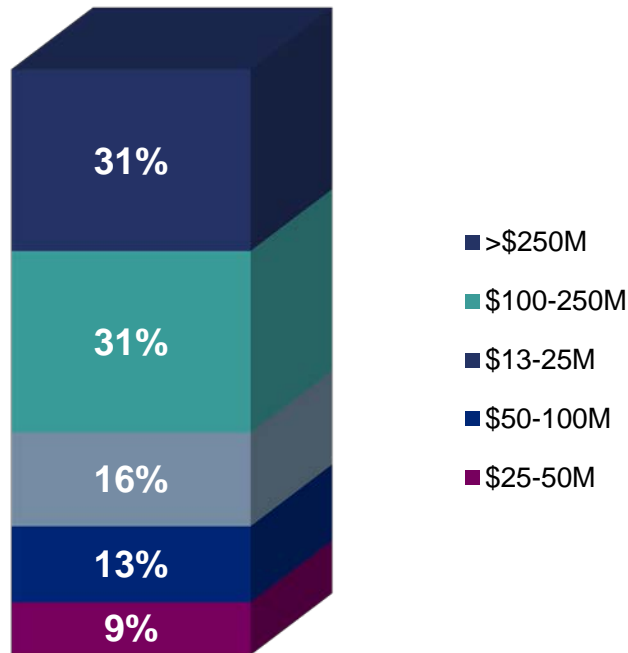
WOMEN LATERAL HIRES



By Level



By Service Line

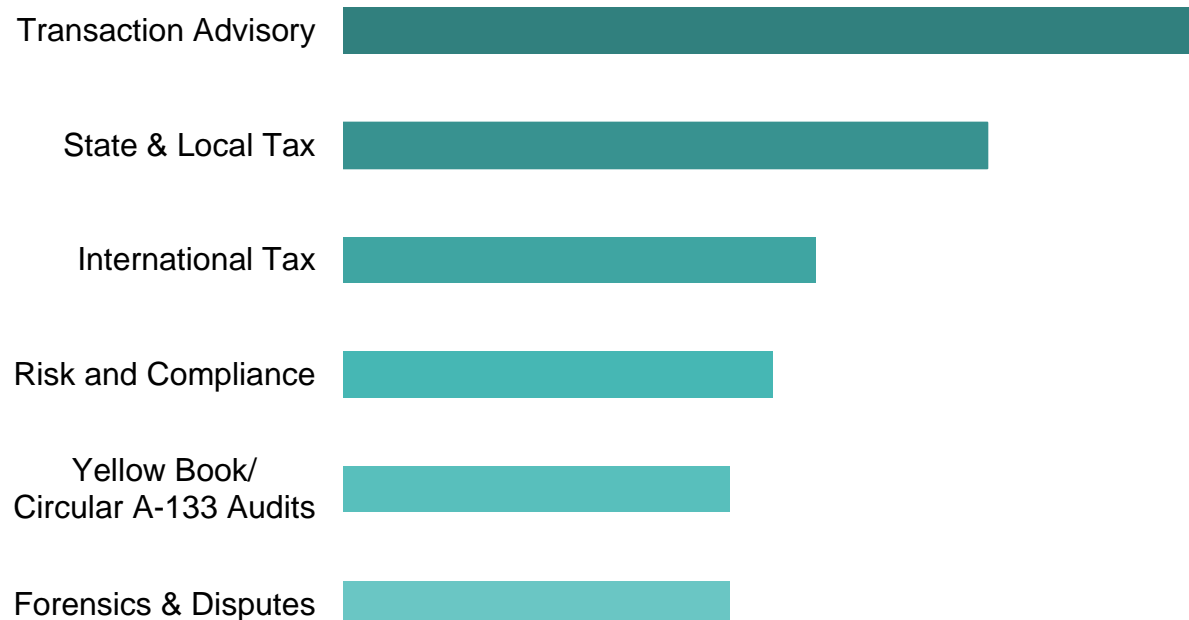


By Firm Size

LATERAL HIRES BY INDUSTRY/SECTOR EXPERTISE (TOP 6)



LATERAL HIRES BY SERVICE EXPERTISE (TOP 6)



LATERAL HIRES BY FIRM SIZE (\$ MILLIONS)

REVENUES (\$ millions)	AUDIT & ACCOUNTING	TAX	ADVISORY
>\$250M	26	37	37
\$100-250M	12	60	28
\$50-100M	19	55	26
\$25-50M	41	41	18
\$13-25M	10	40	50

Feel free to share this study with your partners and members of your leadership team, or include the study (with attribution to Koltin Consulting Group and Jeremy Cepin, Managing Director of KCG Executive Search) in your association magazine or newsletter.



EXECUTIVE SEARCH & TALENT ACQUISITION CONSULTING

Executive Search and Talent Acquisition Experts for Professional & Financial Services Firms.

In today's global business environment, success is driven by the talent, vision and leadership capabilities of partners and other senior executives.

Public accounting and consulting firms count on Koltin Consulting Group's Executive Search Practice to help them hire lateral partners, practice leaders, emerging leaders and operational department-heads. All of our consultants have received experience and top-notch training from best-in-class global and regional executive search and management consulting firms. Your firm benefits from the strengths of Koltin Consulting Group's entire team. At the same time, as a boutique executive search firm, you receive the personal touch and attention of a dedicated partner from start to finish. The result: a true collaboration between our firm, our clients and our candidates.

We work in your world on a daily basis. Our in-depth knowledge of the industry and the specific challenges you face, combined with our understanding of who and what makes an effective leader ensures that you hire exceptional people that fit your culture, meet your client's needs, and fuel your growth.

How we can help:

EXECUTIVE SEARCH

EXECUTIVE SEARCH FOR YOUR CLIENTS

TALENT ACQUISITION STRATEGY

TALENT SCOUTING

MARKET-PERCEPTION ASSESSMENTS

EXECUTIVE RECRUITMENT TRAINING & COACHING

EMPLOYMENT BRANDING

INTERVIEW PROCESS OPTIMIZATION

CULTURE-FIT ANALYSIS

RESEARCH SOLUTIONS

WHAT'S DRIVING YOUR FIRM'S LATERAL HIRING INITIATIVES?

LEARN MORE

- SUCCESSION PLANNING
- INCREASED CLIENT SOPHISTICATION
- DESIRED MARKET GROWTH
- DEVELOPING NEW SERVICE NICHES
- DEPTH OF SUBJECT MATTER EXPERTISE
- LACK OF DEPARTMENT LEADERSHIP
- BUILDING ON EXPERTISE ACQUIRED THROUGH MERGER

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