



## SCOTT SMITH

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Scott is a human capital consultant with a strong background in consulting and search. He conducts high-profile searches for CEOs, presidents, COOs, general managers, and vice presidents in the healthcare, insurance, medical devices, and bio-medical industries. With more than 25 years of human capital and executive search experience, Scott is skilled at meeting accelerated hiring time frames during challenging transitions.

During Scott's career, he has held executive positions in the financial services, retail, and technology industries. He is adept in leading clients through organizational assessments and executive assimilation strategies. His Lean/Six Sigma experience appeals to clients requiring searches with a continuous improvement focus.

### FUNCTION & SPECIALIZATION

- Executive search
- Organization assessment
- New leader transition

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- American Express
- Washington Inventory Service
- VLSI Technology
- WageWorks
- Louisiana Workers Compensation Corporation
- Chesapeake Employers
- Amerisafe
- Veterans United Mortgage

### EDUCATION, LICENSES & CERTIFICATIONS

- MBA, University of Phoenix
- B.A., Organizational Communication, Brigham Young University

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Arizona Human Resources Executive Forum (founder and past president)
- Board Member, Compensation Committee Chair "EVO Transportation and Energy Services (EVOA)
- Executive Committee " Board Member, Greater Phoenix Chamber of Commerce