



## TAMMIE HAYDEN

Senior Consultant, Executive Search & Recruiting  
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Tammie serves as a senior search partner with over 16 years of experience recruiting across a variety of industries. She collaborates with companies on executive searches as well as specialized niche roles, and is a trusted partner to organizations seeking top-tier leadership talent. Her background spans both Fortune 500 companies and premier staffing agencies, giving her a comprehensive understanding of the evolving demands of executive recruitment across industries and organizational sizes.

Tammie's strength lies in navigating complex, high-stakes hiring initiatives with a strategic, relationship-centered approach. She asks the right questions to uncover what truly matters to both candidates and hiring leaders — from leadership style and cultural alignment to long-term vision and organizational impact. Whether leading C-suite, VP, or other senior-level searches, Tammie's focus remains clear: to deliver transformative talent that drives business growth and long-term success.

### FUNCTION & SPECIALIZATION

- Retail
- Banking
- Manufacturing and distribution
- Health services
- Nonprofit
- Engineering
- Professional services
- Research and academia
- Investment banking
- Construction
- Private family offices

### REPRESENTATIVE INDUSTRIES

- E-commerce and retail
- REIT
- Manufacturing and distribution
- Supply chain and logistics
- Health services
- Nonprofit
- Software and telecommunications
- Engineering
- Professional services
- Insurance
- Research and academia
- Investment banking
- Transportation
- Construction
- Marketing and advertising

### EDUCATION, LICENSES & CERTIFICATIONS

- University of Richmond, School of Continuing Studies
- Behavioral Interviewing Certified
- AIRS Certified Internet Recruiter