



An introductory presentation to





Our Mission Statement

RSC'S mission is to provide organizations with elite talent through an inclusive and equitable search process



RSC

OUR UNIQUE EDGE



RSC CARES

We care about your unique situation on a personal level. Striving to get it right, we assure full transparency throughout the committed hiring process.



TRUSTED PARTNER

As an invested partner, we have senior-level involvement every step of the way, providing professional discreet inquiries, and identifying candidates aligned with mutual goals.



TAILORED DELIVERY

Never be caught by surprise. Our tailored delivery of communication, filtering of candidates, and organized process make certain clients are always in the know.



FOCUSED INSIGHTS

Dive deep with us into best practices for acquisition candidate strategy, evaluating company culture, and offering objective feedback.

OUR EXPERIENCED TEAM



Constance Bellisari
Senior Executive
Recruiter



Olivia Guidera
Chief of Staff



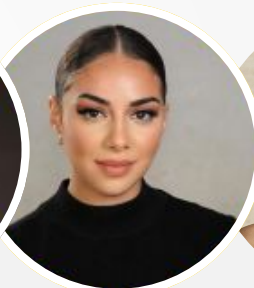
Kevin Anderson
Senior Consultant



HERB COURTNEY
FOUNDER & CEO



Adam Gordon
VP of Athletics &
Higher Education



Gigi Assi
Business
Development
Manager / Account
Executive



Rayn Craver
Client Services
Coordinator

CLIENT EXPERIENCES



Issa Rae



Actress, and Entrepreneur

"Herb Courtney, and the Renaissance Search and Consulting team have consistently exceeded our expectations by delivering exceptional results and finding top talent to fill crucial positions within our company. Their team's expertise, dedication, and commitment to understanding our unique needs and culture have made all the difference in building a strong and dynamic team at HOORAE Media."

Kim Miller

VP of HR, Miami Dolphins



"We started our engagement with RSC last year. Renaissance has been an invaluable partner in our search for top talent across our entire organization. Their ability to consistently deliver diverse and high-quality candidates has truly exceeded our expectations. Working with Renaissance Search and Consulting has been a game-changer for our recruitment process. Their team has a deep understanding of our organization's needs and culture, allowing them to source candidates who are not only highly skilled but also aligned with our values."

Jarvis Sam

Former Diversity Officer, Nike



"The investment and intentionality in which Herb Courtney and his team operate at RSC to ensure the playing field is level for prospective candidates of all backgrounds is truly inspiring. RSC's commitment to Diversity, Equity, and Inclusion, combined with providing a world-class experience for its clients and candidates, aligns with our core values at Nike."

Candice Lee



Vice Chancellor of Athletics and University Affairs, Vanderbilt

"Over the last two years, Vanderbilt University has trusted RSC to conduct multiple searches on our behalf. In each instance, their expertise and dedication have consistently impressed us. Thanks to their comprehensive understanding of our needs and the broader landscape, top-tier talent has been identified for and recruited to various positions within our organization.

RSC's professionalism, integrity, and commitment to excellence have been evident throughout our collaborations. Their consultants possess a deep knowledge of the industry, and their approach ensures that the search process is executed with precision, efficiency, and care."

Nico Harrison

General Manager, Dallas Mavericks



"I had the pleasure of working with Renaissance Search and Consulting for our Vice President/Chief of Staff search.

One of the most significant aspects that impressed me about Renaissance Search and Consulting was their unwavering commitment to diversity, equity, and inclusion.

In today's rapidly evolving world, these values hold immense importance for us as an organization. RSC not only understood this but demonstrated their dedication to upholding these principles in every step of the search process. Renaissance Search and Consulting's professionalism and expertise were exceptional.

They took the time to thoroughly understand our organization's needs, culture, and specific requirements for the role."

Kevin Warren

President, Chicago Bears



"Herb is incredibly intelligent, bright, and curious. He's smart. He's detailed. His follow-up is impeccable. And he comes to the table, really, with clean hands. He doesn't come to the table with candidates in mind to just try to put forth individuals who maybe didn't work out on a prior search. He really was a phenomenal listener, and we spent many hours together just for him to understand what we were looking for."

Brandon Walker

Strategic Sports Partnerships, Meta



"Herb has created such a special organization with RSC. It's vital that we have external partners that value inclusion and equity in the search process, and RSC is one of those organizations that truly embodies that. RSC's approach to providing a top-notch experience to both the client and candidates is one of the reasons why they've seen exponential growth over the last two years."

OUR SEARCH PROCESS



CANDIDATE ATTRACTION

Our robust network generates recommendations, interest, and engages potential candidates.

INTERVIEW PROCESS

We make all arrangements and schedule candidates for interviews with the client's appropriate representatives.

NEGOTIATIONS & CLOSURE

We offer a collaborative hand every step of the way. As the process concludes we ensure salary negotiations and candidate follow-ups go smoothly.



OBJECTIVES & TIMELINE

Provide a firm timeline for candidate reports, conference calls, and interview dates. We commit full resources to meet and exceed expectations.



CANDIDATE EVALUATION & RECRUITMENT

After a candidate list is compiled, we work with the client to obtain all necessary candidate information for candidate profiles and the initial screening process.



BACKGROUND CHECKS

We conduct criminal, credit and education verification ⁶ background checks complete with a signed candidate statement of accuracy.



POST HIRE CHECK-IN

We share a post-hire survey with the client and hired candidate to provide feedback on the hiring experience and the first months of employment.



OUR GUARANTEE

We offer a year guarantee for any VP level placement and above and 180 days for anything below that level.

We have a very thorough screening process, where we partner with Insight Diligence to conduct all of our background checks. This is a written forensic report on the two finalists. The report includes credit checks, social media, national/ state criminal checks, and reference screening/ verification.



RSC

CONTACT US



TheRSCFirm.com



herb@therscfirm.com

