



## **Improve Your Search**

Everyone knows that *The Godfather* was a superior movie to the sequel, *The Godfather: Part II*. With that in mind, I have the unenviable and challenging task of writing the first PGI newsletter after my colleague Denise Palmieri's three year successful run at writing a compendium of informative, instructive and often inspirational columns.

For years, I thought a monthly newsletter would benefit our candidates but I never seemed to be able to overcome the inertia to write one. Denise volunteered to write the column in 2006, after what seemed like my hundredth exclamation to my colleagues of "Now that would be a great newsletter topic!". I would like to believe she truly wanted to write the column but concede that she may have simply wanted to put an end to my ceaseless complaining.

Denise was fortunate to be blessed with a gift of words and I with an endless list of things that bothered me or topics that needed to be written about. This time, the tables are turned, and Denise is supplying this novice writer with appropriate subject material for this column.

About seven years ago, Denise started visiting graduate business schools delivering a lecture on "*How to Land a Job in Private Equity*". The objective was to provide an overview of the employment market, tips to personalize your resume, networking advice and unique insight into how to "create your own opportunity".

The lecture used a case study format with an actual client description and the resumes of five candidates who had expressed interest in that career opportunity we were engaged to fill (we kept the client and candidates' names confidential). The goal was to allow each of the participants to get inside the head of a recruiter.

The students in each lecture relished the opportunity to be the screener instead of the one being screened and without exception, they were ruthless. They did what most recruiters did. They performed about a one-minute review on each resume and formed an opinion on why the person was "In or Out". The most frequent conclusion was that the resume is the most crucial document in a person's search and personalizing it to the specific opportunity sought will give one a distinct competitive advantage.

We are fortunate that the University of Chicago videotaped Denise's last lecture at the school and we have made it available to all of our candidates on our website. ([click here](#)) At this link, you will also find the information to participate in the case study referenced in the lecture.

If you are actively looking for a new career opportunity or plan to be soon, I recommend you spend the hour or so watching the lecture and participating in this case study exercise. After you watch the clip, you may also want to visit the other two links on the candidate page entitled [Resumes Tips](#) and [Managing Your Career](#) located above the video clip. These links will take you to a number of articles that will help you to focus your search and improve your traction.

As for an update on the job market, the good news is we had our most active 4<sup>th</sup> Quarter in the firm's 20 year history in terms of number of placements (especially on the debt side). One highlight for those of you who are occasionally discouraged, we were fortunate to find one of our candidates a new position after being unemployed for over a year! After almost a year of indecision, there finally seemed to be a commitment from our clients to make offers and to have professionals join their firms.

As we enter the third week of the New Year, this enthusiasm continues as we have seen increased dialogue from firms thinking about staffing up so they do not miss the "uptick" and as a result we have an unusually large number of engagement letters pending. We remain hopeful that they will convert to new assignments and we will be able to find more of our candidate's interviews that lead to new career opportunities.

With that in mind, I recommend that you check our career opportunities page periodically and, if you have not done so already, please schedule a time to speak with our candidate relations associate, **Nkechi Mbadugha** so she can spend a few minutes to learn more about you, as this will help our recruiters with the searches they are working on.

Hopefully my performance as the "warm up" columnist was compelling enough that you will continue to read my column and, with some effort (and good editing), I will be as good a sequel as the Oscar winning *The Godfather: Part II* was.

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