



# PLACING PEOPLE FIRST

Velocity Search Group, Inc. is an executive search and placement firm specializing in finding exceptionally talented individuals for clients in Cybersecurity and Information Technology.





Overview

We Specialize in

Why Choose Us?

Our Process

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# OVERVIEW

Velocity Search has over 30 years of providing hiring solutions to both clients and job seekers. We have done this with an approach that stems from creating mutually beneficial partnerships that provide solutions to both parties. Staffing solutions can be in the form of Search/Engagement, Contingency and/or Contract-to-Hire.

**1,376,251**

Number of candidates  
in our database

**93%**

Offer-to-acceptance rate

**73%**

People we've placed 4 years ago  
who are still with company

**45%**

Placements we've made over the last  
4 years who have since been promoted

## The Velocity Difference

We are often asked what makes us different. What separates Velocity Search Group from other search and placement firms? If you think all staffing firms are the same and don't care about relationships don't hire us.

If you want a valued partner here are some things that we believe sets us apart from the rest.

[OUR PROCESS](#)

## Our Services

We specialize in the search and placements within the following disciplines:

**Senior Management, Cybersecurity & Infrastructure, Development Track, Data Centric Roles**

[LEARN MORE](#)

## Our Mission

Velocity's mission is to positively impact companies and enhance careers by providing the best in professional, executive and technical search. We do this by focusing on our core values of integrity, collaboration, and excellence.

[OUR LEADERSHIP](#)



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# WE SPECIALIZE IN...

**Velocity Search Group Inc.** is a leading executive search and placement firm that combines a proven track record of superior performance with a quality-focused approach to service delivery. We provide our clients the ability to acquire the highest-caliber Cybersecurity and Information Technology professionals in the market, to assist our clients in staffing their teams and enabling them to successfully plan and run their critical initiatives.

## Our clients reside in the following industries:

- ▶ Advertising
- ▶ Banking
- ▶ Sports
- ▶ Asset Management
- ▶ Accounting
- ▶ Distribution
- ▶ Retail
- ▶ Telecommunications
- ▶ Healthcare
- ▶ Entertainment and Music
- ▶ Brokerage
- ▶ Insurance
- ▶ Legal
- ▶ Manufacturing
- ▶ Not for Profit
- ▶ Software Development
- ▶ Web Development
- ▶ Real Estate
- ▶ Miscellaneous Services

## We specialize in the search and placements within the following disciplines:

### Senior Management

- ▶ Chief Executive Officers
- ▶ Chief Operating Officers
- ▶ Chief Information/Technology Officers
- ▶ Chief Information Security and Risk Officers
- ▶ Directors
- ▶ Vice Presidents

### Data Centric Roles

- ▶ Data Scientists
- ▶ Data Analytics
- ▶ Data Governance
- ▶ Database Specialists

### Cybersecurity & Infrastructure

- ▶ Information Security Management
- ▶ Cybersecurity Analyst, Engineers and Architects Officers
- ▶ Network Infrastructure
- ▶ Network Engineering
- ▶ Network Security
- ▶ Application Security
- ▶ Data Privacy and Security
- ▶ IoT and Cloud Security
- ▶ XOps (DevOps, SecOps DevSecOps)
- ▶ IT Governance, Compliance, Risk, and IT Audit

### Development Track

- ▶ Application Development
- ▶ Software Engineering
- ▶ Web Development
- ▶ ERP and CRM Solutions
- ▶ Technical and Business Project, Program and Program Management
- ▶ Business Analysis
- ▶ Quality Assurance



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# WHY CHOOSE US?

## Our Recruiters and Business Development Managers listen carefully to the needs of all parties involved.

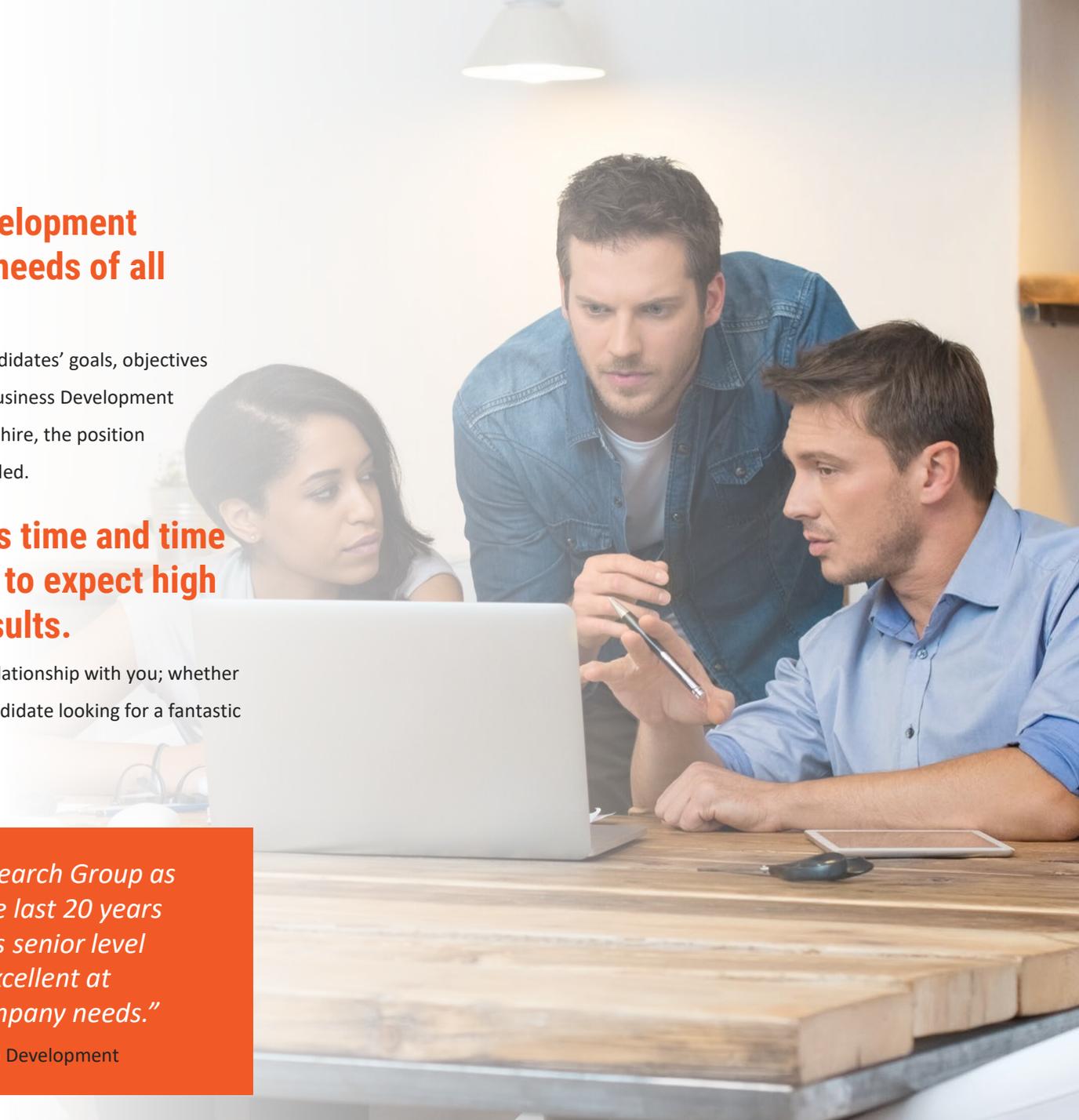
Our Recruiters take the necessary time to learn about Candidates' goals, objectives (short and long term), skillsets and career interests. Our Business Development Managers take the time to understand the purpose of the hire, the position specifications, the Company Culture, and the skillsets needed.

## Clients and Candidates choose us time and time again because they have learned to expect high performance and outstanding results.

Velocity Search looks forward to building a professional relationship with you; whether you are a company looking to hire the best talent, or a candidate looking for a fantastic new job opportunity.

*"I have used the services of Velocity Search Group as both a candidate and a client over the last 20 years with great success. Velocity maintains senior level contacts in many companies and is excellent at matching candidates' wants with company needs."*

**Martin C.** , V.P. Enterprise Infrastructure Application Development





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# OUR PROVEN 6-STEP SUCCESS PROCESS

1

## ANALYSIS

In depth analysis of position specifications, careful gathering of requirements with a “Value” focused, results oriented experience which effectively sells company attributes, so the most successful candidate is secured.

2

## RESEARCH

Strategic planning for the most effective means for sourcing target candidates. Extensive integration of industry resources, virtual communities, magazines and proven cold calling approaches.

3

## RECRUITING

Supported by an extensive database of candidates and companies, potential candidates are actively sought from direct competitors and parallel industries located locally, regionally or nationally.

4

## ASSESSMENT

The most important step in the process. Combining behavioral and targeted interviewing techniques, clients are ensured that the candidates presented possess all necessary as well as many desired skills.

5

## INTERVIEWING

Complete and honest feedback coupled with tailored advice during the entire interview process, thus ensuring a smooth and seamless hiring process.

6

## ACCEPTANCE

Consultation and negotiation of all elements surrounding an employment offer. “Hands-on” involvement to ensure that the candidate identified gets hired and stays hired and performs well within the company.



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## We Live by Recruiting's Golden Rule

**You will never see a candidate from us that doesn't meet all three of these criteria simultaneously.**

1. The candidate will have a minimum of 80% of the skills you outline
2. The candidate will be motivated by more than just money
3. The candidate will be willing to accept the salary YOU specify



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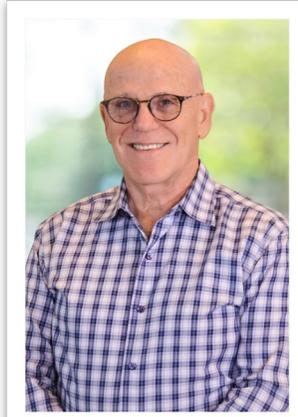
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# ABOUT US

We believe that people are the heart of a successful business. At Velocity Search Group, a leading provider of Executive Search and placement services, we have years of experience in understanding people and their needs. We staff Information Technology and Cybersecurity with clients throughout the United States, and Canada. Our awareness of the labor market enables us to help clients accomplish their business goals while advancing their workforce strategies.



## **Robert Midoneck** *President/COO*

Robert Midoneck, President and founder of Velocity Search Group, has spent the last 30 years in the Executive Search and Staffing industry. Starting his career as an accountant for a New York based CPA firm, Bob's passion for technology and his natural gift of making friends, as well as coaching and mentoring people, led him to begin a new career in the executive search business. He joined a national search firm that specialized in Information Technology and Accounting as a recruiter and business development representative where he developed the skills necessary to become a leader in the Executive Search industry. In the early 1990's Bob founded Eric Robert Associates, a New York City based search firm, where he stayed until he started Velocity Search in 2011.

Bob has been very active and has held numerous leadership positions in the TechServe Alliance, a national collaboration of placement firms, clients, consultants, and suppliers dedicated to advancing excellence and ethics within the placement industry. These leadership positions included National Executive Committee member and Vice President of the New York/New Jersey/Connecticut chapter. Previous professional experience includes public accounting and selling accounting software. Bob holds a Bachelor of Science in Accounting from the State University of New York at Albany.



## **Daniel Midoneck** *Chief Executive Officer*

After spending twenty-five years observing the staffing industry through his father, Dan decided to join the family business in 2011. Dan holds a Bachelors Degree from Curry College in Milton, Massachusetts.

Dan's goal is to help eliminate the frustrations on both the Candidate and Client side of hiring. Depending on the situation, that could mean taking a consultative approach to the Client and mapping out their hiring process to see if certain aspects can be tweaked to improve efficiency. For the candidate, Dan's goal is to find out what drives and motivates them. He engages with them to find out their interests and turnoffs, what they are looking for in the next step of their career and why. For the clients, Dan conducts a very thorough job intake to find out specifically what the Client is trying to accomplish. After uncovering all these motives Dan works to find a good match and walks the Candidate and Client through the process as it moves along. His goal is to help infuse talent and passion into the next step of their careers. As the Candidate and Client continues to grow throughout the industry, Dan will be there to help with any questions or concerns they may have. As a trusted advisor and expert in the industry Dan has seen a lot of different situations across the industry and he's prepared and excited to help improve the process.



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**IF WE SOUND LIKE A DIFFERENT KIND OF  
SEARCH AND PLACEMENT COMPANY,  
IT'S BECAUSE WE ARE. VELOCITY SEARCH GROUP  
WOULD LIKE TO SPEAK TO YOU.**



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