



**GLOBAL  
TALENT SOLUTIONS**  
*Agriculture, Biofuels and Renewables  
Executive Search & Recruiting*



← **“Where finding  
TALENT is our JOB”**



## Company Overview

Global Talent Solutions is an Engaged Executive Search, Recruiting & Talent Acquisition Firm providing talent solutions for the Agriculture, Biotech, Renewables, and supporting industries since 1997. Our clients range from start-ups to established companies, small business to Fortune 500 companies (domestic and international) with a focus on North America.

At the heart of Global Talent Solutions is its staff, developed and grown from deep agriculture roots, this has paved the way for our global fundamental foundation...

**Agriculture – Biotech – Renewables  
Food – Feed – Fuel – Fiber**

We are a small boutique executive search firm with unparalleled proven success **supporting a 98.7% completion rate of all searches since 1997 and a candidate retention rate of 96.4%, where candidate hired remains employed with client greater than 10 years.** Along with a one year, no questions asked candidate guarantee.

**Committed to Business Integrity, Qualified  
Candidates, Quality Client Service,  
Confidentiality & Dependability.**

**RECRUITING • EXECUTIVE SEARCH • TALENT ACQUISITION for:  
AGRICULTURE | BIOTECH | RENEWABLES**

## **WHAT'S THE DIFFERENCE?**

Global Talent Solutions is comprised of 30 + years of executive search, recruiting and networking with candidates within the industries of Agriculture, Biotech and Renewables; a data base made up of industry professional and executives from all walks of life connected to our industries of focus along with parallel industries. We provide our clients with well qualified and prepared candidates helping to support our extremely strong retention rate, benefiting our clients.

## **OUR NITCH:**

We are unique from other recruiting companies because of our commitment to never source our candidates from job boards.

We source candidates who seek the same values, passion and integrity as our clients, we choose not to source from job boards or advertising.

Frankly, we don't have to, as we truly have an effective means of finding serious and industry focused candidates simply at our fingertips.

## **RECRUITING / EXECUTIVE SEARCH**

**Talent Solutions for:  
Agriculture • Biotech • Renewables**

## **OUR INTEGRITY:**

Global Talent Solutions has been committed to demonstrating integrity in how we conduct our business, and to maintaining the highest ethical standards. The decades-long relationships with many clients illustrate our record in delivering on this commitment.

## **OUR RESEARCH:**

It all begins with our unparalleled global database of agribusiness, biotech and renewables industry professionals and executives. But our research does not stop there. The professional network of basic research into target organizations, as well as thorough use of sophisticated, real-time research tools add depth as we develop a diverse list of potential candidates for our clients.

## **OUR COMMUNICATION:**

We provide unsurpassed levels of personalized attention and insight to our clients including frequent communications and exceptional documentation. The President's experience and expertise make him a trusted advisor during the selection process through final negotiations with the successful candidate.

## OUR GOVERNING PRINCIPLES:

To assure clients excellence, value, and integrity in our service, Global Talent Solutions:

- Accepts only assignments within the firm's scope: Agriculture, Biotech, Renewables and supporting industries.
- Acts in full compliance with all state & federal laws & regulations, such as the Equal Employment Opportunity & Americans with Disabilities Acts.
- Establishes written understanding of the objectives, scope and specifications of the services to be provided prior to accepting the assignment.
- Holds in *strictest confidence* all information concerning the business affairs of clients & all others with whom we interact during the course of any and all assignments.

## OUR GUARANTEE:

If the selected candidate is asked to leave/dismissed from the organization for reason of poor performance within 12 months of the date of hire, Global Talent Solutions will conduct a new search to replace this candidate for no additional fee.



Global Talent Solutions works with a select few industry partners when required by client searches to conduct drug screenings, sensitive background checks, personality trait profiles and industry-leading relocation support. We will provide valuable information to help in the hiring process at our expense.

## OUR TESTIMONIALS:

“I have been very pleased with Global Talent Solutions expertise and service. Global Talent Solutions provided a complete turnkey process for recruiting key executives for our green field project in Minnesota. I would recommend Global Talent Solutions to anyone in the Agribusiness or Renewable Energy sectors.”

President & COO

Fargo, ND Oilseed Commodity Processing Company

“I have used Global Talent Solutions for two different companies I have worked for. I was also hired by both of these companies by Global Talent Solutions. I have since used Global Talent Solutions to fill sales positions within our company. I would recommend Global Talent Solutions for your employment needs to bring top candidates to fill open positions.”

General Manager

Breckenridge, MN based Full-Service Grain Business

“I have used Global Talent solutions, both to find a position with my expertise as well as find someone with expertise in a particular field. I would highly recommend Global Talent solutions, for any employment needs. They are courteous and are very timely in response time.”

Commodity Manager

Colorado based Bio-Refinery



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- Professionalism
- Qualified Candidates
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