



**OPPORTUNITY** MARKETING PIECE

## **CLIENT PARTNER**

LOCATION | **Milton, FL**

POWERED BY ROPELLA'S  **SMART** Search System™



**ROPELLA**®  
GROWING GREAT COMPANIES

FOR MORE INFORMATION, CONTACT:

**JAYNE JACKSON**  
*Talent Acquisition Manager*  
850.983.0432 |  
[jayne.jackson@ropella.com](mailto:jayne.jackson@ropella.com)

**ROPELLA**  
GROWING GREAT COMPANIES



[ROPELLA.COM](http://ROPELLA.COM)

## ABOUT **ROPELLA**

### **THE WORLD'S LEADING EXECUTIVE SEARCH FIRM**

The Ropella Group (“Ropella”) is the world’s leading Executive Search Firm specializing in the chemical, consumer products and technology industries. Headquartered in Milton, Florida (northwest of Pensacola and northeast of Fort Walton Beach / Destin), Ropella employs approximately 50 people around the globe - more than 15 of which have been added in the last two years.

In business for more than 30 years, Ropella is a company which continues to grow and excel. In 2018 they were awarded a Super Qualified Target Industry incentive by the Santa Rosa County Commission. This funding will support Ropella’s goal of doubling the number of employees over the next five years, as well as the space to support them.

They have also been highly decorated by Families Count, a Florida Panhandle-based company: they received the “People’s Choice Award,” “The Family Champions Award” and were listed as #4 on “The Top 20 Companies for Working Families.”

#### QUICK FACTS



**1987**  
ESTABLISHED



**PATRICK ROPELLA**  
CEO



**20+**  
EMPLOYEES



**MILTON, FLORIDA**  
HEADQUARTERS

# EXECUTIVE SEARCH AND CONSULTING

Ropella has been helping companies grow and prosper by developing their most important competitive advantage — smart, capable people — for more than 35 years. They excel at finding those select few candidates with the right skills, qualifications, background and management style that fit their clients' compensation parameters and are ready to relocate.

The need for effective executive search is becoming ever more valuable. Increased competition, technology and globalization are all driving the demand for talented people.

Ropella is ready to meet this challenge. They've created the world's largest database of individuals working in the chemical and related industries and continue to expand their team of consultants.



## INSIDER ADVANTAGES

- *Personal Relationships*
- *Global Network*
- *Industry Immersion*
- *The SMART Search System®*

## RECRUITMENT PROCESS

Ropella attributes its success to their proprietary 12-step recruitment process: **The SMART Search System®**. The SMART Search System® has revolutionized hiring in the same way Six Sigma revolutionized manufacturing, driving quality and speed of recruitment.

Through the SMART Search System®, Ropella provides clients — including major companies such as Nike, BASF, Benjamin Moore, Bite Beauty (Louis Vuitton Moët Hennessy), Duracell and Tate & Lyle — with precise and predictable hiring results unparalleled within the search industry.



**SMART**  
SEARCH SYSTEM  
RECRUIT SMARTER, NOT HARDER

### STAGE 1 | SMART STRATEGY & LAUNCH

- Aligning Expectations
- Search Strategy
- Opportunity Marketing Piece
- Skills Survey & Scorecard
- Assessments

### STAGE 2 | SMART RECRUITING & INTERVIEWING

- Recruiting
- Interviews
- Hiring Team & Candidate Debrief

### STAGE 3 | SMART HIRING & ONBOARDING

- References & Background Checks
- Compensation Benefits & Relocation Assessment
- Onboarding

# ROPELLA CULTURE AND VALUES

Joining Ropella is less like starting a new job and more like being welcomed as the newest member of a tight-knit family. They drive productivity by investing in people: each member of the Ropella family is celebrated for his or her unique role in building the company's success. Families come first, and employees are encouraged to maintain a healthy work-life balance.

From daily sports during lunch (wallyball, basketball, tennis), monthly birthday lunches and annual trips to the water park, to volunteering with Habitat for Humanity, competing in the annual YMCA Corporate Cup Games and an annual weekend Christmas retreat in Destin, Ropella employees maintain their connections both inside and outside the office so that working together comes easy.

When hiring new employees, Ropella is concerned about culture first and foremost. They know that the best team members are not necessarily those with the most credentials — skills can be trained — they are the ones with great character and attitude.



HABITAT FOR HUMANITY



RIVER FLOAT



CHRISTMAS PARTY

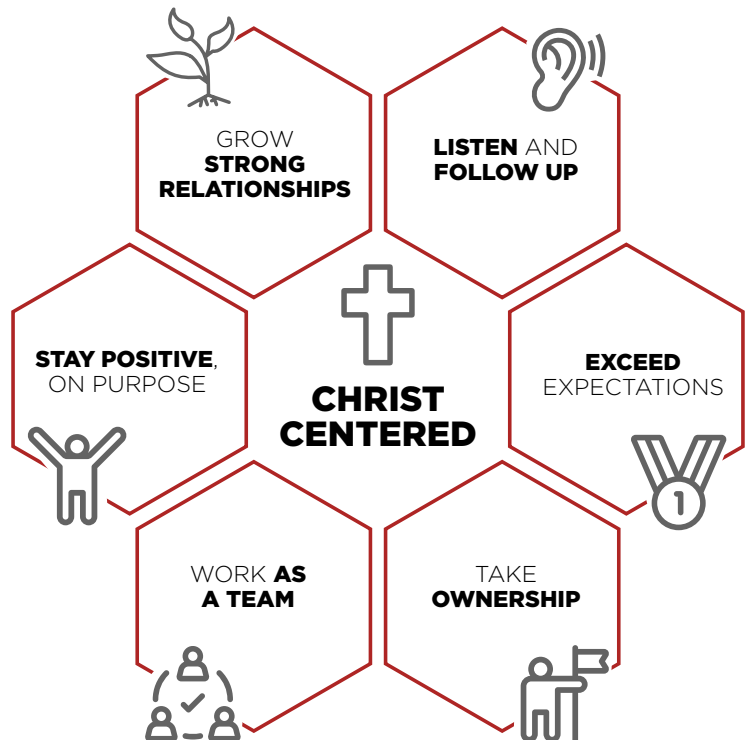


GRIZZLY AXES



PAINTING WITH A TWIST

## CORE VALUES





## ON-SITE FACILITIES

Ropella's state-of-the-art headquarters provide an employee-friendly atmosphere in combination with the best computer and communications technology available. It houses art collected from all over the world and has an on-site full kitchen, a pool table, and other recreational equipment.



# HIRING MANAGERS



**Patrick Ropella is the Chairman and Founder of The Ropella Group.** Under his leadership, Ropella has transformed into a leading global executive search firm that has revolutionized recruiting through the propriety SmartSearch® System, providing organizations with unparalleled quality and precise hiring results.

Patrick has more than 35 years of experience in executive search across many industry sectors, including C-suite and Board level, PE (and VC) backed firms, and family office investors. He places candidates that are “best-fit” and ready to drive maximum impact. Ropella clients include the following: Origin Materials, General Electric, DOW, BASF, Georgia Pacific, SONY, Nike, Clorox, Pfizer, PPG, Revlon, Baxter Labs, TE Connectivity Ltd., Johnson & Johnson, Shell, Sherwin Williams, and many more.

Patrick is the author of *The Right Hire*, which gives proven principles and strategies to identify, attract, motivate, and measure talent in any field. He writes regular content that focuses on best hiring practices, recognizing high-impact leadership, and career transition. His C-suite and investor insights are featured in a long list of industry publications worldwide.

**Robbie Ropella started as a recruiter and has since been promoted to be the Ropella Group’s CEO.** Robbie’s motivation is the satisfaction she experiences from finding a perfect match for her clients and helping them grow their great companies. While also demonstrating problem-solving and critical thinking, her leadership embodies servant leadership. Robbie’s spirit to consistently provide help and support to her team fosters an effective work environment

.Despite the ongoing pandemic, Robbie has continued to successfully market top talent to her clients and help companies improve their teams. As the economy improves, Robbie continues to develop her executive search team and has experienced tremendous growth for the past three years.

Robbie now enjoys traveling extensively with her husband Patrick. Whether she attends conferences, enjoys trade shows, or visits her clients’ headquarters, Robbie embodies the heart of the Ropella Group through her passion for building and cultivating relationships with people. Robbie is a grandmother of five and enjoys martial arts, jet skiing, wallyball, golf, kayaking, and nearly anything sports-related.



## HIRING **MANAGERS** (cont.)

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**Ropella's President, Eric Krause actively develops organizational strategies that provide clients with best-in-class service and results.** Eric is passionate about driving a company's sustainability and growth through cultural and personality assessments. Eric quickly rose through the ranks at Ropella, starting as an Executive Search Consultant, transitioning to Client Partner, and now serves as President. He holds an MBA from the University of West Florida, is certified in Hogan Assessment's Advanced course, and graduated from Cornell University's Advanced Program for Executive Search and Leadership Consulting. Eric is married with two children and spends most of his time with family when not in the office. He enjoys listening to audiobooks, spending time outdoors and is an avid University of Florida athletics fan.

**Brian Moore was a collegiate athlete and still is an avid sports fan.** He completed leadership training during his time in the Marine Corps, ultimately reaching the rank of Sergeant. Brian is a BSBA graduate from UWF and joined Ropella full time in May 2016. He is from Pensacola, Florida.

As Client Partner of the Ropella Group, Brian serves as a liaison between clients and Ropella's recruiting team managers. Additionally, he is responsible for leading trade show efforts and meeting and visiting with clients and negotiating business arrangements.





# CLIENT PARTNER

## *Position Description*

***The Client Partner will develop and maintain solid client relationships by defining needs, assembling the necessary resources to deliver solutions, managing the quality and overseeing the delivery of solutions in a timely manner.***

### **ACCOUNTABILITIES**

- Participate & facilitate in on-site or off-site client visits and/or conference calls.
- Identify client's business needs and requirements and successfully communicate those needs to internal personnel for action.
- Build value by leveraging other product/service offerings that Ropella offers.
- Delegate the day-to-day client requests to recruiters to ensure timely response and resolution.
- Oversee the creation of marketing materials for candidates that will be used by the recruiting team.
- Build search assignment descriptions from client discussions.
- Prescreen candidates; create prescreening tools for use of the client and recruiting team.
- Partner with clients to ensure Ropella's offer process is followed.
- Manage own skill and knowledge development.
- Be an ambassador for Ropella, champion their values, take opportunities to positively raise the profile of Ropella in the market.
- Work in conjunction with the Ropella Media team to ensure that the proper people are being "touched" with Ropella's marketing campaigns. (E-mail Marketing and Trade Show Ads)
- Attend Trade Shows/Conferences, Industry Association meetings, and other industry functions that could result in potential new business opportunities.
- Negotiate and use a wide range of influencing styles to achieve results.
- Flexible, able to thrive in an environment where processes may not be fully established.

- Able to manage competing demands, accept criticism and constructive feedback, while being adaptable and flexible.
- Knowledge and extensive past use of a server-based applicant tracking system.
- Ability to travel as required.
- Update job knowledge by participating in educational opportunities; professional publications; maintaining personal networks; participating in professional organizations.

### **QUALIFICATIONS**

- College degree required, graduate degree desired.
- Minimum of 5 years' business experience.
- Able to prioritize and manage workload.
- Motivation for Sales.
- Closing skills.
- Results-oriented achiever and self starter.
- Creative problem solver.
- Effective spoken and written communication skills.
- Computer literate and operational.
- Strong organizational skills and detail orientation.
- Confidentiality and honesty.
- Team player.
- Strong analytical abilities.
- Professional, committed to quality service, and client satisfaction.
- Demonstrated initiative, resourcefulness, and dependability.



# ABOUT MILTON AND NORTHWEST FLORIDA



## QUICK FACTS

**~10,000**

*census population*

**PNS**

*closest major airport*

**PENSACOLA**

*closest major city*

**I-10**

*major highway*

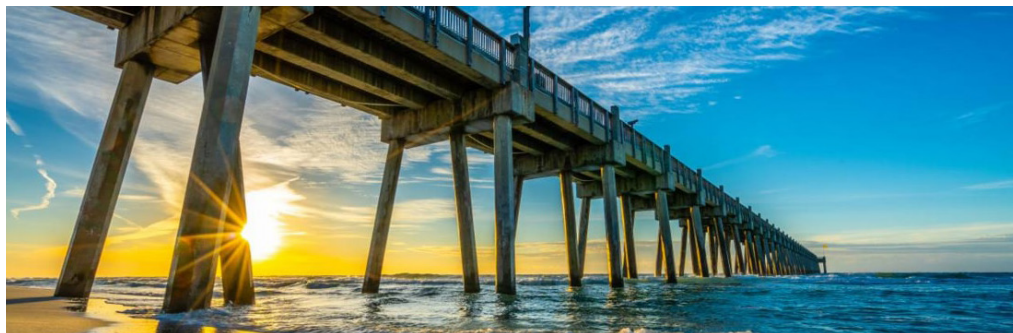
Tucked away off Northwest Florida’s beaten path is the city of Milton, an unspoiled destination for anyone seeking adventure and unsurpassed natural beauty. Milton is the county seat of Santa Rosa county and is among the oldest cities in Florida, incorporated in 1844. It maintains a fine balance between small town charm — it’s hard to go anywhere without running into someone you know - and modern urban life. Adding to the tight community bond are the numerous events that Milton hosts throughout the year, including Scratch Ankle festival, First Friday, Bands on the Blackwater and other celebrations and art shows that often debut on the river walk.

Although most people come to the Emerald Coast for the beautiful white sand beaches, the crown jewel of Santa Rosa County is its Blackwater River State Forest. Historic downtown Milton proves easy access to the tea-colored, sand-bottom river which offers nearly 40

miles of canoe routes. When looking to take a break from the water, the area also offers trails for hiking, biking and horseback riding, as well as a special trail marked for bird watchers.

Milton offers many areas to shop, from popular chain brands to an abundance of locally owned specialty shops. Larger shopping malls are located in the nearby cities of Pensacola and Fort Walton Beach/Destin.

Pensacola, established in 1559, has the honor of being “America’s First Settlement.” As such, the area is deeply steeped in cultural history. Known as the “City of Five Flags,” Pensacola has been ruled by five governments over the centuries: Spain, France, Great Britain, the Confederate States of America and, of course, the United States of America. Take a guided tour of 19th-century homes, the 1832 Old Christ Church or the Naval Aviation Museum.



Perhaps the one thing Pensacola is most known for — other than having the world’s whitest beaches — is being home to the Blue Angels, the second oldest formal flying aerobatic team in the world. The team’s show season runs from March until November, when the pilots perform for more than 10 million people around the country.

From the world’s largest artificial reef to picturesque walking trails, visitors will find plenty of ways to have fun in the sun.

There are also a number of outdoor annual festivals that take place in Pensacola throughout the year, including the annual Crawfish Festival, FooFoo Festival, Blue Angel Homecoming Air Show, Great Gulf Coast Arts Festival and New Year’s Eve Pelican Drop.

Sports fans will enjoy the beautiful golf courses, watching the Blue Wahoos (AA affiliate of the Cincinnati Reds) or the Ice Flyers (Southern Professional Hockey League), or some DII UWF Football. Art enthusiasts can catch a show at the Saenger Theatre or Pensacola Little Theatre or visit the Pensacola Museum of Art, Historic Pensacola Village or Pensacola Lighthouse. Meanwhile, those looking to further their education have a variety of options including Pensacola State College, Pensacola Christian College and the University of West Florida.

Just east of Pensacola is a relaxed beach community known as Navarre. Nestled between Gulf Islands Na-

tional Seashore and Navarre Beach County Park, this community offers solitude and simplicity. Visitors can sun on the beach, swim in emerald waters, enjoy a picnic in the park or pedal along a scenic bike path.

A popular spot among avid fishermen, the Navarre Beach pier is the longest fishing pier in Florida, stretching 1,545 feet long and towering 30 feet above the calm waters. Here, visitors can almost always spot schools of fish – both tiny and grand – in the crystal clear depths, with stingrays and dolphins making an occasional guest appearance. They say time moves slower here, so visitors and residents alike find it easy to take a break, kick back and relax.

For those seeking additional shopping opportunities and outdoor fun, the cities of Destin and Fort Walton Beach are only a sidestep away from the laid-back Navarre community. The area offers endless strings of recreational fishing fleets and water activities including jet skis, parasailing and swimming with dolphins.

The Destin Commons and Silver Sands Outlets offer access to a multitude of national chains, including Banana Republic, Abercrombie & Fitch, Bass Pro Shops and Lowe’s, as well as a bowling alley, movie theatre and several restaurants.

Alternatively, visitors can take a walk through Downtown Fort Walton for skate and surf shops, high fashion and other boutiques for every taste.

# MILTON, FL

## HIGHLIGHTS AND LINKS

### CITY INFORMATION

**City of Milton**

[miltonfl.org](http://miltonfl.org)

**City of Pensacola**

[cityofpensacola.com](http://cityofpensacola.com)

**Pensacola Official Tourism**

[visitpensacola.com](http://visitpensacola.com)

**City of Destin**

[cityofdestin.com](http://cityofdestin.com)

**City of Fort Walton Beach**

[fwb.org](http://fwb.org)

**Navarre**

[visitflorida.com/en-us/cities/navarre.html](http://visitflorida.com/en-us/cities/navarre.html)

### SHOPPING

**Cordova Mall**

[simon.com/mall/cordova-mall](http://simon.com/mall/cordova-mall)

**Destin Commons**

[destincommons.com](http://destincommons.com)

**Santa Rosa Mall**

[santarosamall.com](http://santarosamall.com)

**Silver Sands Factory Outlets**

[premiumoutlets.com/outlet/silver-sands](http://premiumoutlets.com/outlet/silver-sands)

**Grand Boulevard Town Center**

[grandboulevard.com](http://grandboulevard.com)

**Harborwalk Village**

[emeraldgrande.com/harborwalk-village](http://emeraldgrande.com/harborwalk-village)

### ARTS & ENTERTAINMENT

**Museum of Local History**

[santarosahistoricalociety.com](http://santarosahistoricalociety.com)

**The Milton Theatre**

[miltontheatre.com](http://miltontheatre.com)

**Aventures Unlimited**

[adventuresunlimited.com](http://adventuresunlimited.com)

**Pensacola Little Theatre**

[pensacolalittletheatre.com](http://pensacolalittletheatre.com)

**Pensacola Saenger Theatre**

[pensacolasaenger.com](http://pensacolasaenger.com)

**Pensacola Bay Center**

[pensacolabaycenter.com](http://pensacolabaycenter.com)

**National Naval Aviation Museum**

[navalaviationmuseum.org](http://navalaviationmuseum.org)

**Pensacola Museum of Art**

[pensacolamuseum.org](http://pensacolamuseum.org)

**Emerald Coast Science Center**

[ecscience.org](http://ecscience.org)

**Pensacola Lighthouse and Museum**

[pensacolalighthouse.org](http://pensacolalighthouse.org)

### SPORTS

**Pensacola Ice Flyers**

[pensacolaiceflyers.com](http://pensacolaiceflyers.com)

**Pensacola Blue Wahoos**

[milb.com/pensacola](http://milb.com/pensacola)

**UWF Argonauts Football**

[goargos.com](http://goargos.com)

### NEWS

**Santa Rosa's Press Gazette**

[srpressgazette.com](http://srpressgazette.com)

**Pensacola News Journal**

[pnj.com](http://pnj.com)

**WEAR-TV**

[weartv.com](http://weartv.com)

**Northwest Florida Daily News**

[nwfdailynews.com](http://nwfdailynews.com)

### EDUCATION

**Santa Rosa County School District**

[santarosa.k12.fl.us](http://santarosa.k12.fl.us)

**Escambia County School District**

[ecsd-fl.schoolloop.com](http://ecsd-fl.schoolloop.com)

**Pensacola State College**

[pensacolastate.edu](http://pensacolastate.edu)

**Northwest Florida State College**

[nwfsc.edu](http://nwfsc.edu)

**University of West Florida**

[uwf.edu](http://uwf.edu)

### REALTY

**Zillow**

[zillow.com/milton-fl](http://zillow.com/milton-fl)

**Trulia**

[trulia.com/FL/Milton](http://trulia.com/FL/Milton)