

Atlantic Research Technologies' Executive Search Services in the U.S.

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Based on a comprehensive review of Atlantic Research Technologies' (ART) regional and job-specific documentation, here is a deep research report on their executive search recruitment operations in the United States.

1. Core Recruitment Philosophy and "The ART Difference"

Founded in New York in 1987, Atlantic Research Technologies (ART) positions itself as a "region-neutral" global executive search firm. Unlike traditional firms that focus only on their immediate city or local market, ART emphasizes its ability to recruit in "1,500 world centers" including major U.S. metropolitan hubs and under-served rural or industrial areas.

- **Candidate Profile:** They focus on "non-bureaucratic, results-oriented" senior and middle managers.
- **Market Entry Specialists:** A core competency is assisting foreign-based firms (from Europe, Asia, etc.) in entering the U.S. market. They specialize in finding "pioneer" employees—candidates capable of starting a national business from scratch or serving as the first U.S.-based employee for an overseas corporation.
- **Headhunting Method:** ART takes pride in a "no-advertising" approach, relying on professionally trained headhunters and deep market knowledge rather than online job boards to source candidates.

2. Regional Specializations & Key Practice Areas

ART segments the U.S. into specific regions, each with tailored industry focuses based on local economic clusters:

Region	Key Metropolitan Hubs	Industry Focus / Practice Sectors
Northeast	Boston, New York, Philly, DC, Stamford	Aerospace, Financial Services, Consumer Goods, Automotive, Semiconductors, and Medical Devices.
Midwest	Chicago, Detroit, Twin Cities, Indianapolis	Detroit/Great Lakes: Automotive (Tier 1/2, EV tech), Heavy Equipment. Chicago: Food/CPG, Logistics, Medical Devices. Great Plains: Agribusiness & Equipment.
Southeast	Atlanta, Charlotte, Charleston, Miami	NC/SC: Aerospace, Renewable Energy, Semiconductors, Automotive. Virginia: Financial Services, Power Generation, PPE.

Region	Key Metropolitan Hubs	Industry Focus / Practice Sectors
Texas	Dallas-FW, Houston, Austin, San Antonio	Houston: Oil & Gas, Petrochemicals, EPC. Austin: Semiconductors, IT Services. DFW: Aviation, Logistics, B2B Services.
Southwest	Phoenix, Denver, Salt Lake City, Las Vegas	Phoenix: Semiconductors & Capital Equipment. Colorado/Utah: Medical Devices, Renewable Energy.
California	Silicon Valley, LA, San Diego, Orange Co.	Northern CA: SaaS, Cloud, IoT, Semiconductors. Southern CA: Consumer Electronics, MedTech, Fintech.
Pacific NW	Seattle, Portland, Boise	Seattle: Software, E-commerce, Aerospace. Portland/Boise: Semiconductors, Agribusiness. Hawaii: Hospitality.

3. Functional Practice Groups

Across all U.S. regions, ART recruits for the following executive and management functions:

- **Upper Management:** CEO, COO, President, Managing Director, US Country Manager, President Americas, General Manager.
- **Sales & Marketing:** Chief Revenue Officer (CRO), VP Sales, CMO, Director of Sales & Marketing, Director of Business Development, Country Manager, Americas Sales Director, National Sales Managers, Regional Sales Manager.
- **Finance:** CFO, VP Finance, Financial Controllers (especially for manufacturing/retail).
- **Operations & Supply Chain:** VP Supply Chain, Chief Procurement Officer, Logistics Director, Logistics/3PL/4PL Managers, Distribution Director, Fulfillment Director, Purchasing Manager, Procurement Manager, Sourcing Manager; Plant Manager, Operations Manager, Facilities Manager
- **Technical:** CTO, CIO, VP Engineering, Director of Engineering, R&D Management.
- **Human Resources:** CHRO, VP People, VP Human Resources, Human Resources Director, HR Manager, Plant HR Manager

4. Target Industries & Sector Depth

ART's documentation highlights deep expertise in "tangible" and "high-growth" sectors:

- **Industrial/Automotive:** Heavy focus on the "Rust Belt" and Southern "Auto Alley," including EV battery tech and autonomous vehicle technologies.
- **Semiconductors:** Significant presence in the "Silicon Forest" (OR), "Silicon Desert" (AZ), and Silicon Valley. They cover the entire value chain from materials and ICs to capital equipment and foundries.

- **Energy:** Extensive coverage of both traditional (Oil & Gas, Downstream/Upstream) and renewable sectors (Solar, Wind, Geothermal, RNG/Biogas).
- **Logistics:** Specialized recruitment for 3PL, 4PL, freight forwarding, and warehouse management, often for firms needing to harmonize global supply chains with U.S. operations.

5. Functional Management Recruitment Practices

ART's recruitment model is built on identifying "non-bureaucratic" leaders across eight primary functional disciplines. Their searches focus on candidates who are not just "place-holders" but "builders and improvers" of their respective departments.

CxO & General Management (CEO, COO, President, GM)

ART specializes in high-stakes leadership roles for both large-scale multinational expansions and "garage-stage" startups.

- **Key Search Profiles:** CEO, COO, President, Managing Director, and Division Unit President.
- **Specific Contexts:** They recruit "Turnaround CEOs" for firms experiencing sluggish product development or financial instability, and "Startup CEOs" who can transition a firm from R&D to a \$100M+ enterprise.
- **Strategic Focus:** ART evaluates the existing departmental management team before hiring an officer to ensure the new leader can harmonize or restructure the organization as needed.

Sales & Marketing Management

A cornerstone of ART's U.S. operations is finding revenue-generating leaders for foreign firms entering the American market.

- **Key Search Profiles:** Chief Revenue Officer (CRO), Chief Marketing Officer (CMO), VP Sales & Marketing, and National Sales Manager.
- **Sector Examples:** Recent U.S. searches include a **VP Sales for Petrochemical Equipment** in Houston (targeting candidates from firms like Schlumberger or NOV) and a **USA VP Sales for a German Industrial Equipment firm** in the Northeast.
- **Methodology:** They prioritize "hands-on" leaders who are often required to be the chief generators of sales personally, rather than just delegating to a team.

Finance Management

ART recruits finance heads who act as "trusted advisors" rather than mere bookkeepers.

- **Key Search Profiles:** CFO, VP Finance, Treasurer, and specialized Controllers (Plant, Division, or Regional).
- **Focus Areas:** They place high value on expertise in **Mergers & Acquisitions (M&A)**, international taxation, and securing venture capital/investment banking for pre-IPO startups.
- **Operational Integration:** They uniquely recruit "Marketing Controllers" and "Supply Chain Controllers" to bridge the gap between finance and operational efficiency.

Supply Chain & Logistics Management

Having recruited in this field since 1987 (before "supply chain" was a standard term), ART claims a deep understanding of the "logistics equation."

- **Key Search Profiles:** Chief Supply Chain Officer (CSCO), Chief Procurement Officer (CPO), VP Worldwide Materials, and Global Logistics Specialists.
- **Problem-Solving Focus:** They seek managers who can fine-tune sourcing, diversify suppliers for IP protection, and manage complex 3PL/4PL relationships.
- **Industry Reach:** Heavy emphasis on inbound flow (raw materials) and outbound logistics for the automotive, aerospace, and retail sectors.

Manufacturing & Operations Management

ART's operations searches focus on increasing factory efficiency and reducing staff turnover.

- **Key Search Profiles:** VP Manufacturing Operations, Plant Manager, Factory Manager, and Director of Continuous Improvement/Lean.
- **Technical Depth:** Recruiters evaluate the candidate's ability to understand the linkages between R&D, Quality, and Process Engineering.
- **Mission-Critical Roles:** They often search for leaders capable of managing the first U.S. manufacturing site for a foreign corporation, focusing on "world-class" efficiency.

Technical Management (IT & Engineering)

ART focuses on "mission-critical" technical leadership in high-tech clusters.

- **Key Search Profiles:** Chief Technology Officer (CTO), VP Engineering, Chief Information Officer (CIO), and VP Research.

- **Sector Depth:** They are particularly active in **Semiconductors** (Capital Equipment, Foundries), **EPC** (Engineering, Procurement, Construction), and **Data Center Infrastructure** (Hyperscale, liquid-cooled racks).
- **Emerging Tech:** Their searches extend into renewable energy technology, including solar farms, battery storage, and wind power infrastructure.

Human Resources Management

ART treats HR as a strategic function, seeking candidates who can act as the "pulse" of the organization.

- **Key Search Profiles:** Chief Human Resources Officer (CHRO), Chief People Officer, and VP Talent Acquisition.
- **Strategic Requirement:** They explicitly seek HR leaders who can "bravely speak in a straightforward way to senior management" about internal shortcomings before they become crises.
- **Global/Local Balance:** They recruit HR generalists who possess both strong English skills and the local cultural fluency (German, Spanish, Mandarin, etc.) required for international headquarters or regional plants.

6. Some Specific U.S. Management Vacancies & Representative Searches

CxO & General Management

- **Chief Executive Officer (CEO) – Industrial Equipment**
 - **Location:** Dallas-Fort Worth, Texas
 - **Industry:** Manufacturing / Industrial Equipment
 - **Details:** Seeking an experienced President/GM to lead a \$500M+ division of a large European corporation. Focus on commercial orientation and charismatic leadership.
- **USA President – Industrial Automation**
 - **Location:** Southeast U.S. (Atlanta/Charlotte corridor)
 - **Industry:** German Industrial Automation
 - **Details:** Requires a strategic General Manager experienced in managing rep firms and distributors for a German parent company.
- **U.S. Chief Executive Officer (CEO) – Consumer Products**
 - **Location:** Los Angeles/Southern California
 - **Industry:** CPG / FMCG (Fast-Moving Consumer Goods)

- **Details:** Tasked with leading the U.S. expansion of a fast-growing Asian consumer products firm. Focus on building distributor networks from the ground up.
- **General Manager – Semiconductors**
 - **Location:** Silicon Valley, California
 - **Industry:** Semiconductor / Electronic Components
 - **Details:** Role requires deep experience in both fabless and fab operations, focusing on telecom and networking equipment markets.

Sales & Marketing Management

- **Western Regional Vice President of Sales – FMCG**
 - **Location:** West Coast (Los Angeles, CA; Phoenix, AZ; Seattle, WA)
 - **Industry:** Consumer Products (Housewares)
 - **Details:** Focus on "unbureaucratic" and aggressive sales leadership for a major U.S. firm, specifically selling into territories without guaranteed distribution.
- **Vice President of Sales – Healthcare SaaS**
 - **Location:** Northeast U.S.
 - **Industry:** Early-Stage Healthcare Technology
 - **Details:** Targeted a Sales Director with specific experience in "tech-only" population health platforms (e.g., patient engagement and care navigation).
- **Americas Sales Head – Semiconductor Distribution**
 - **Location:** National / Remote
 - **Industry:** Electronics / Industrial Equipment
 - **Details:** Responsible for developing a national sales and marketing plan targeting medium-sized industrial equipment firms.
- **USA Vice President Sales – Industrial Equipment**
 - **Location:** Northeast U.S. (Boston/New York)
 - **Industry:** German Industrial Machinery
 - **Details:** Directing the U.S. sales strategy for a major German firm, focusing on industrial sector penetration.

Finance Management

- **Chief Financial Officer (CFO) – Electronic Components**
 - **Location:** Southern California (Orange County)
 - **Industry:** Aerospace / Defense / Industrial Electronics

- **Details:** Required a seasoned professional with cost accounting and FAR (Federal Acquisition Regulation) experience to manage a 200+ person firm.
- **Financial Controller – Electronic Components**
 - **Location:** Boston, Massachusetts
 - **Industry:** Multi-billion dollar Electronics firm (Division level)
 - **Details:** A "fast-paced, unbureaucratic" role reporting to the VP Finance, handling group-level reporting and cash management.
- **Chief Finance Officer (CFO) – Beverages**
 - **Location:** Southwest U.S. (Texas/Arizona)
 - **Industry:** Beverage Manufacturing
 - **Details:** Required 8–10 years of CFO experience specifically in the food/beverage sector, emphasizing economic modeling for general managers.

Supply Chain & Logistics Management

- **VP Supply Chain / Logistics – Global 3PL**
 - **Location:** Major U.S. Hubs (Chicago, IL / New Jersey)
 - **Industry:** Logistics Services
 - **Details:** Focused on inbound flow of raw materials and components; requires expertise in vendor evaluation and global sourcing platforms.
- **Director of Procurement – Aerospace**
 - **Location:** Southeast U.S. (South Carolina/Georgia)
 - **Industry:** Aviation & Aerospace Components
 - **Details:** Managing spare parts provisioning and "AOG" (Aircraft on Ground) rapid response logistics.

Manufacturing & Operations Management

- **Plant Manager / Operations Head – Kaohsiung facility (U.S.-owned)**
 - **Location:** Managed from U.S. HQ
 - **Industry:** Industrial Manufacturing
 - **Details:** Developing and executing manufacturing strategy, ensuring location missions meet budget and regulatory compliance.
- **Director of Continuous Improvement / Lean – Automotive**
 - **Location:** Midwest U.S. (Detroit/Ohio)
 - **Industry:** Tier 1 Automotive Supplier

- **Details:** Implementation of Lean tools and Kanban systems to optimize production scheduling and reduce waste in high-volume manufacturing environments.

Technical Management (IT & Engineering)

- **Chief Information Officer (CIO) – Software/IT Services**
 - **Location:** Dallas, Texas
 - **Industry:** IT Services / Software
 - **Details:** Member of the senior management team reporting to the COO; responsible for IT vision, infrastructure cost-effectiveness, and business development support.
- **VP Information Technology – Broadcast Media**
 - **Location:** New York, NY
 - **Industry:** Major Television Network
 - **Details:** Seeking a "highly polished, corporate CIO" to lead IT initiatives for a leading broadcast network.
- **General Manager (Engineering focus) – Capital Equipment**
 - **Location:** Boston, Massachusetts
 - **Industry:** Capital Equipment / Engineering
 - **Details:** A "technically accomplished engineering manager" tasked with serving as the GM of a small, high-growth business unit.

Human Resources Management

- **VP Human Resources – International Manufacturing**
 - **Location:** Northeast / Midwest U.S.
 - **Industry:** Global Industrial Products
 - **Details:** ART emphasizes the recruitment of HR Directors who act as "talent architects," specifically for foreign firms that need to navigate U.S. labor laws and cultural integration.
- **Chief People Officer – Fintech/SaaS**
 - **Location:** California / Silicon Valley
 - **Industry:** Financial Technology
 - **Details:** Focused on building "unbureaucratic" cultures in fast-scaling tech environments, often serving as a direct advisor to the CEO.