

Get your talent decisions right the first time.



With decades of experience and a recognized “gold standard” executive search process, Bedford Group/TRANSEARCH will ensure you hire and retain the right leaders globally.

The competition for customers is escalating at an unprecedented pace. So is the competition for finding top talent in the consumer and retail space. Several factors, including the rapid advancement of e-commerce, digitalization and omnichannel development have made attracting the right leaders imperative for success. At Bedford Group/TRANSEARCH, we consistently identify and recruit the very best leaders in this field; leaders who deliver dynamic strategies that drive growth.

Decades of experience, deep industry knowledge and a world-class process enables Bedford Group to help our clients attract exceptional consumer and retail executives. Leveraging our robust executive search process and proprietary tools, we assess candidates against the four essential dimensions of fit: Culture, Leadership, Performance and Team. This ensures we find the RIGHT leaders who deliver the best in class e-commerce, brand, products, merchandising and shopping experience, while also building and enriching corporate culture.

Bedford Group/TRANSEARCH is one of the **Top 10 retained executive search firms in the world**. We offer global executive search and talent management solutions for CEOs, Board Members and leadership team executives in Sales, Marketing, Finance, HR, Information Security, R&D, Engineering, and Product Management.

Boutique Customer Service, World-Class Capabilities

With a partner-led team of four experts dedicated to each search, we offer a hands-on, client focused approach unmatched in the industry. We balance that with world-class tools, capabilities and insight through TRANSEARCH's 60 global offices.

93%

Unmatched retention rate in the consumer and retail industry

#1

Performing office among 60 global locations in TRANSEARCH

A sample of our clients include:



Bedford offers our services and expertise to the full scope of subsectors:



Consumer Packaged Goods



Retail



Hospitality, Travel and Leisure



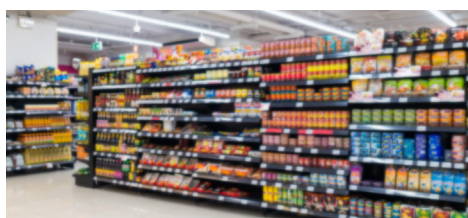
Hard Goods



Fashion and Apparel



Luxury Goods



General Merchandise



Quick Service Restaurants



Grocery



Food Services



Food and Beverage



Alcohol, Tobacco, Cannabis and Nutraceuticals

Global searches completed in the past 2 years for Consumer and Retail

C-Level

28%

VP-Level

51%

Director-Level

12%

Board-Level
& Other

9%

5,000+

Executive searches completed across all sectors — Canada, U.S., Latin America, Europe, Asia-Pacific

Our Services



Retained Executive Search

With an **industry leading 93% retention rate**, three years post hire, Bedford's robust executive search process measures candidates' FIT across the dimensions of culture, team, performance and leadership.



Proactive Talent Scouting

Our in-depth, customizable talent scouting reports provide a pragmatic lens into key talent, enabling you to proactively shape your talent management agenda.



Executive & Board Compensation

We provide executives and boards with compensation reviews, design of cash and equity-based incentive compensation design, competitive market studies, and annual industry surveys.



Diversity & Inclusion

Bedford is fully committed to the values and principles of diversity & inclusion. Through our unique talent scouting process, we provide market insight and expertise to help you identify diverse and socially responsible talent who align with your company's culture and core values.



Organizational Strategy*

Our services in Organizational Strategy are grounded in understanding the fundamental principles of organizational design and operating structures in consumer and retail. We conduct a comprehensive review of your current model to ensure it supports operational requirements, enables effective talent strategy management, and reflects an optimal company culture.



Leadership Assessment & Development*

Our comprehensive leadership assessments allow you to better understand the current capabilities of each leader, their potential and their areas for continued development, resulting in customized leadership success planning.



Leadership Integration & Virtual Onboarding*

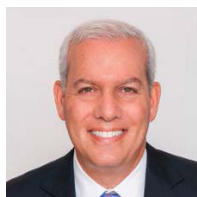
While onboarding virtually is different from an in-person experience, it is just as effective. Leveraging technology, our virtual onboarding programs enable you to establish a leader to their new position and organization, in a personalized way, building a foundation for performance success.

*Talent strategy services delivered through Teal & Co., a Bedford affiliated company.

Our Consumer and Retail Sector Experts

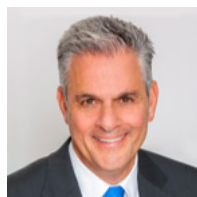
Our global practice supports a diverse group of consumer and retail clients. Each of our experts bring decades of experience working within this space. We are flexible and will provide you with customized options to exceed your unique strategic goals.

Achieving your talent objectives starts with a conversation now!



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Bedford is the Canadian partner of TRANSEARCH International, a leading executive search organization in 40+ countries.