

WE CAN BUILD SYSTEMS AROUND YOUR BANK'S STRENGTHS.

WE CAN EXPONENTIALLY GROW THE DEPTH OF YOUR BRAND AND CULTURE IN THE MARKETS WHERE YOUR BANK IS GROWING.

WE CAN MAKE YOUR BANK A TALENT MAGNET FOR THE NEXT DECADE.



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#1 RANKED
COMMERCIAL BANKING HEADHUNTER
IN CALIFORNIA (GOOGLE 3/26)

IN-HOUSE TALENT ACQUISITION CONTRACTED SERVICES

INTERVIEW
BEST PRACTICES

INTERNAL
RECRUITER
TRAINING

PROCESS
OPTIMIZATION

COMPENSATION
ANALYSIS

THERE IS A UNIQUE OPPORTUNITY FOR
COMMUNITY AND REGIONAL BANKS IN THE
CURRENT MARKET TURBULENCE.

MOST BIG BANKS HAVE PULLED UP-MARKET,
LEAVING THEIR LOWER MIDDLE MARKET
CLIENTS WITH FEWER RESOURCES AND LESS
SUPPORT.

70+% OF SEASONED COMMERCIAL BANKERS
CONTACTED THIS YEAR ARE OPEN TO MOVING
TO A STRONG COMMUNITY/REGIONAL BANK IN
ORDER TO BETTER SERVE THEIR CUSTOMERS,
AS WELL AS HAVE MORE CONTROL OVER THEIR
OWN CAREERS.

**BUT STANDARD
IN-HOUSE RECRUITING
EFFORTS WILL NOT
SWAY THEM.**



ABOUT JON WARD,
CEO OF WARD & DEAN

#1 RANKED COMMERCIAL BANKING
HEADHUNTER IN CALIFORNIA

25 YEARS EXECUTIVE
SEARCH THOUGHT LEADERSHIP

93% CANDIDATE RETENTION
AT THREE YEAR MARK

78% OF PLACED CANDIDATES
RECOGNIZED FOR PERFORMANCE W/I THREE YEARS

72% OF CAREER PLACEMENTS
HAVE BEEN WOMEN AND PEOPLE OF COLOR

Enabling Better Hires

- Build out a robust internal referral system that increases retention 300+% while reducing recruiting fees by 66%
- Train your Hiring Managers on interviewing best practices
- Compensation analysis per role and market
- Standardized process that enables you to scale while maintaining high standards and consistency
- Implementation of "concierge service" throughout interview process, onboarding, and first 90 days

Training Better Recruiters

- How to hire effective recruiters that your Managers trust
- Train your recruiters to understand the needs of each Hiring Manager
- Train your recruiters to effectively engage the market
- Teach your recruiters how to think like a profit-center candidate
- Teach your recruiters how to best represent your brand and culture in the market

Empowering Your "Talent Magnet"

- Optimized, talent-centric interview process
- Training on how to write compelling job postings that increase inbound traffic for staff-level roles
- Evangelizing your brand directly to top-performers in markets that you target for growth
- Assist Market Managers on expanding their personal professional networks to grow passive talent benches
- Notification of elite talent that is privately open to new opportunities

In the mid-2000's, I was recruited to be the Director of Talent Acquisition for a pre-acquisition tech company called LEVEL that scaled 600+% under my leadership. I co-reported to the CEO and COO, and I enabled this small company to compete for talent and win against much larger competitors. This directly facilitated their acquisition by Rosetta, a global agency.



TOM ADAMSKI
CHIEF EXECUTIVE OFFICER
LEVEL

"EVEN THOUGH JON WASN'T FROM THE TECH SPACE, HE IS A SMART GUY, HE KNOWS PEOPLE, AND HE KNOWS HOW TO MOTIVATE THEM."

HE BROUGHT IN THE SYSTEMS AND THE TALENT THAT FACILITATED A PERIOD OF 600% GROWTH

IT WAS A VERY TALL ORDER, AND SOMETIMES I RODE JON LIKE ZORRO, BUT HE GOT IT DONE."

And here is what your peers say about working with me....



MIKE SILVA
EVP REGIONAL MARKET PRESIDENT
COMERICA

"I HIGHLY RECOMMEND JON WARD. HE MAINTAINS A WIDE AND DEEP NETWORK OF CANDIDATES AND REALLY ARTICULATES OPPORTUNITIES

AS IF HE WERE A COMMERCIAL BANKER"



KEVIN WILLIAMS
MARKET PRESIDENT
AGRICULTURE/MIDDLE MARKET
BANK OF THE SIERRA

"THERE ARE RECRUITERS, AND THERE ARE CONSULTANTS.

JON WARD IS ABSOLUTELY THE LATTER.

OVER THE COURSE OF THE INTERVIEW PROCESS, I FOUND HIS INSIGHT AND ADVICE SPOT-ON, AND QUICKLY CAME TO REGARD HIM AS A PEER"



CIARAN MCMULLEN
CHIEF EXECUTIVE OFFICER
SUNCREST BANK

"JON WAS INSTRUMENTAL IN RECRUITING AN ACCOMPLISHED COMMERCIAL LENDER

AND HER TEAM

FOR US FROM A COMPETITOR, SOLIDIFYING OUR PRESENCE IN A NEW MARKET."



GRETCHEN HRITZ
COMMERCIAL LENDING DIVISION MANAGER
TRI COUNTIES BANK

"JON IS GREAT TO WORK WITH. HE FOUND A SENIOR LEVEL RM IN A NEW TERRITORY FOR US.

HE IS RESPONSIVE AND THOROUGHLY VETS THE RIGHT CANDIDATES!"



CHUCK RIGSBEE
COMMERCIAL BANKING REGIONAL PRESIDENT
CALIFORNIA BANK & TRUST

"I HAVE FOUND JON VERY KNOWLEDGEABLE IN THE CALIFORNIA MARKET. HE KNOWS THE BEST

CANDIDATES FOR THE POSITION IN THE MARKET. I REALLY ENJOY WORKING WITH HIM"



CHARLES YUN
CHIEF LENDING OFFICER
UNITED BUSINESS BANK

"JON BROUGHT US A GREAT CANDIDATE, DEEPLY PLUGGED INTO A NEW MARKET FOR US. HE IS PROFESSIONAL AND UNDERSTANDS EXACTLY WHAT WE ARE LOOKING FOR."