



ESOA Member Profile

Business:

1) When did you start your career in the recruiting/search field?

It was around 2007. I was doing some employee performance consulting for a few years on a very part-time basis when one of my clients asked me to help him identify talent for his office.

I had some experience; I was in the People Consulting Practice at EY for 6 years and had been involved in the interviewing process. But I had not been involved in finding the talent. Although I did post ads in a few different places, it was also around the same time LI was becoming popular. I realized that Linked In was a wonderful way for me to find exactly what my clients were looking for, rather than only relying on those applying for the position.

2) Why did you decide on a career in the recruiting/search field?

Unemployment was pretty high in 2007. Although companies were *not* having a tough time receiving responses to posts for open positions, they were having a hard time keeping up with the responses and selecting the right person for the position and their organization. I realized this was an opportunity for me to combine recruiting, which was still fairly new for me, with my passion for helping teams work effectively together.

3) Briefly describe your company and specialization:

Risch Results helps companies find talent across many industries in accounting and finance, sales and marketing, operations, and HR. Our specialty is helping clients find talent that is a fit for their organizational culture and values.

4) Describe any interesting success you had in our business, i.e., a placement story, winning a new client, or whatever.

A few years ago, we were asked by a food manufacturing company to find them a General Manager. There were two major challenges- first they wanted the General Manager to have a background in Chemical Engineering; and, the company was 50 miles West of Lubbock, Texas! We were able to find a General Manager and then found them a controller soon after.

Personal:

5) What city/state were you born and raised?

I was born in New York. I have lived in London, Athens, Seattle and Greenwich, CT. I went to college in Boston and graduate school in New York. I also lived in Haiti and Costa Rica while I was in the Peace Corps.

6) What are your hobbies?

I love to travel. Before COVID I went with my sons to Japan and Thailand. It was my first time in Asia (unless you count Israel). Streaming movies has become a hobby of mine over the last few years! Thank you COVID!

7) **Favorite Movie(s):** Speaking of movies, there are so many. My all-time favorite is Mary Poppins. How can you not love a person who has a “can do” attitude and a bright sunny disposition? And I always considered Bert the perfect man- hard working, energetic, and romantic!

8) **Fun fact about yourself**, i.e., something about you, either past or present worth sharing:

I have 3 wonderful sons. My eldest, Aaron, graduated from college in May and is working for EY Consulting. He went to the same University as I did, and he is starting off his career at EY. But *don't* tell him he is just like his mother! My middle son is a junior studying business at Tulane, and my youngest is a junior in high school. My partner, Eric, and I have been with each other for over seven years. And I have two very spoiled golden retrievers.