

JJA VENTURE SEARCH

Founded: 2007

Offices:

Santa Monica, Oakland and
Carlsbad, CA

Principals:

Jim Jonassen
Bill Ross
Jason Navarro
Sam Merchant

Services:

Retained Executive Search,
Exclusive and Contingency
Recruitment / Staffing across
all functions

Market Focus / Clients:

Primarily VC/PE backed
Startup, Emerging Growth
and Middle Market
Technology & Digital

Geography:

National practice with
majority of clients in
Southern California

**Our Clients/Investors
and Placements Here...**

Social:



Contact:

2110 Main St., Ste. 303 Santa
Monica, CA 90405
(877) 566-2773
(877) JONASSEN

info@JJAVentureSearch.com
careers@JJAVentureSearch.com

Successful Search Requires a Sophisticated Process and True Partner

Land^Ling top talent is one of today's highest priorities for almost any business – especially startups and growth stage companies looking to nail that next stage of development. Would these fast-moving businesses take a DIY approach to other critical tasks such as financial audits or legal filings? No way. They understand the proven value and long-term ROI of partnering with an executive search firm to attract “A-List” talent for key high-impact roles.



[Nick Hedges, CEO of Velocify, on why to partner with a specialist.](#)

Sure, automated talent acquisition options – including software, social networks, and those seemingly infinite job boards – can be helpful for commodity hires. But the noise-to-signal ratio has never been higher. Commodity type search techniques attract commodity candidates. To find true high-impact candidates you need to partner with a focused, high performance specialist that can provide proven process, unparalleled access, reliable results and a full year guarantee.

[Adam Miller, CEO of Cornerstone OnDemand on making critical hires.](#)



Only a well-planned search campaign that adheres to an innovative approach proven to work in today's marketplace can uncover the best candidates and bring them down the path to accepting your offer. JJA Venture Search offers a fully visible portfolio of unparalleled success at securing these critical hires.

Your Strategic Talent Partner

We're career headhunters; passionate about what we do. We specialize in tech and digital and have built top-tier teams for companies at all stages. Our hands-on process is rigorous, yet agile,



[Craig Coleman, ForwardLine CEO on JJA Venture Search's rigorous process.](#)

with a perspective that comes from leading our own startups and being on the ground floor of many others.

Our deep industry experience provides valuable insight, guidance and results.

Our Approach

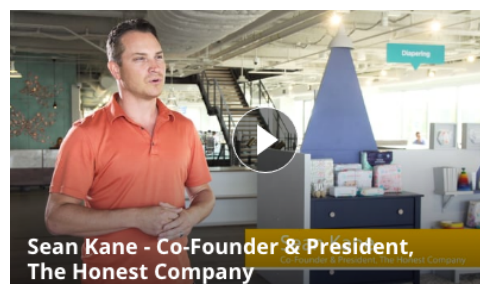
Our proprietary *Agile Talent Acquisition*™ approach ([Read more about it here...](#)) ensures delivery of fully vetted and qualified, on-point candidates in the shortest timeline.





Why Us?

- ◆ **98% success rate** on retained searches (vs. the industry benchmark of 75%)
- ◆ **Our huge, unrivaled network** in the tech/digital ecosystem. Two out of three placements come through referrals from our own trusted sources.
- ◆ **Personalized attention:** We take whatever time is necessary to understand and articulate your story and represent your brand.
- ◆ **Agile Talent Acquisition™** keeps the process constantly on track, totally transparent and delivers faster results.
- ◆ **We're like you.** Our founder and partners have started and run software companies and built teams from scratch at companies such as Google, Oracle, 3COM/US Robotics, Overture, Alta-Vista, Yahoo, Microsoft and others.
- ◆ **We're tech startup thought leaders** who regularly convene the most influential entrepreneurs, executives and investors in SoCal tech and digital.
- ◆ **Each search yields added value** such as investor introductions, new partners, customers and access to market intelligence from hundreds of prior searches.



Our Services

Retained Search: For VP and C-level assignments, we work on a retained (fixed-fee) basis. A partner leads the work with a full support team, often bringing in another partner. Clients meet step-up candidates with great potential as well as proven performers who've "been there, done that." We provide complete references and retained searches include a full, one-year replacement guarantee.

Exclusive/Container: We also offer a hybrid service where we take on assignments on a 30-day exclusive basis typically for critical hires at the director/manager/lead level. The fee may have a modest initial retainer, but is more typically success-based and set at 20-25% of first year's cash compensation. Includes a six-month replacement guarantee.

Contingency: We also leverage the research, packaging and knowledge we have gained by working on retained and exclusive assignments with our clients to take on the individual contributor roles and work on them on a success-based fee (typically 20%) with a 90-day replacement guarantee.

[The Company We Keep](#)

JJA Venture Search builds strategic relationships with clients who leverage our services long into their life cycle and development, and deep into their org charts. Four in five clients engage us for multiple searches and we have staffed over 20 positions for many.

[Recent Placements](#)

Check out our recent placements for a wide range of industries, companies and roles. We continue to serve some of the most innovative and disruptive growth companies across the tech and digital ecosystem.

Companies that are World Class deserve world-class professional service providers. At JJA, we strive to earn the right to be your Strategic Talent Partner.





For more information, please contact:

[Bill Ross](#)

Santa Monica
310.266.6270 (M)
bill@venturesearchllc.com

[Jason Navarro](#)

San Diego
(650) 799-6816 (M)
Jason@VentureSearchLLC.com

[Samuel Merchant](#)

San Francisco
510.851.3594 (M)
Sam@VentureSearchLLC.com

[Jim Jonassen](#)

Santa Monica
310.455.6913 (o) 650.454.6600 (m)
Jim@VentureSearchLLC.com