



NAVIGA'S YEAR IN REVIEW:

2023

Empowering Your Path to Success

In the fast-evolving landscape of talent acquisition, Naviga Recruiting stands as a beacon of innovation and excellence. Our 2023 inaugural Annual Report serves as a testament to our unwavering commitment to delivering outstanding results to our clients, candidates, and partners.

NOTEWORTHY UPDATES



NAVIGA'S 21ST ANNIVERSARY!

Naviga celebrated
21 years in business.

COMMUNITY LEADERSHIP

Naviga hosted a panel of executives discussing advice for Special Operations Forces that are transitioning out of the military.



ERE MEDIA

Naviga was selected to lead a knowledge-sharing forum with the largest Global Talent Acquisition & HR platform in the world, ERE Media. The team explored key strategies to bridge critical knowledge gaps in talent acquisition.

TEAM EXPANSION:



Matt O'Malley

With his Talent Acquisition experience and passion for building strong relationships, Matt is a valuable addition to the team. In his various roles, supporting candidates and clients, Matt gained a deep understanding of the hiring process and the needs of different stakeholders.

Matt excels at creating meaningful relationships helping hiring managers and candidates navigate the hiring process, and ensuring a positive experience for all parties involved. His dedication to fostering lasting bonds will contribute to a positive company culture and enhance Naviga's reputation as a trusted talent acquisition partner.

Overall, Matt's background and qualities make him well-suited for his role at Naviga, where he can leverage his experience and passion to support both candidates and clients in their recruitment needs.



Deb McMillan

As a Talent Acquisition Specialist, Deb brings a wealth of experience and a true passion for connecting outstanding talent with organizations across diverse industries.

Deb holds a Bachelor's degree in Communication from Rutgers University, New Brunswick, and a Master's in Human Services from Capella University, providing her with a unique perspective and deep understanding of human dynamics and effective communication in the recruitment realm.

With over a decade of experience in sourcing and recruitment, Deb has built an impressive track record. She's not just a recruiter; she's a dedicated talent matchmaker, committed to finding the ideal fit for organizations and candidates alike.

TEAM ADVANCEMENT:



Amber Wishart

After a thorough evaluation of her performance and remarkable contributions to our team and Naviga business, we are delighted to inform you that Amber has earned a well-deserved promotion to the role of Director of Talent Acquisition. Amber has consistently displayed exceptional dedication, leadership qualities, and a profound commitment to our organization's objectives. Her relentless work ethic and demonstrated capacity to inspire and positively impact her colleagues have truly distinguished her.



Codi Sullivan

Codi's elevation to the Level 2 Talent Acquisition Specialist role highlights her dedication, perseverance, and contributions to the Naviga talent acquisition process. This step forward underscores her continuous pursuit of excellence, her determination to recruit top-tier talent for our clients, and her commitment to upholding high standards when engaging with candidates, never accepting anything less than a solution to the current challenge.

COMMUNITY IMPACT

STAR Network SOF • TRANSITION • ASSISTANCE • RESOURCE



Naviga has directed our community service initiatives towards The STAR Network, a volunteer-based organization that equips retiring US Special Operations Forces with the tools and networking skills necessary for a successful transition to civilian employment. We organize monthly group breakfasts to coach and advise elite leaders from the US Department of Defense, including Army Green Berets, Night Stalkers, and Rangers; Navy SEALs and Combatantcraft Crewman; Marine Raiders; and Air Force Pararescueman and Combat Controllers.

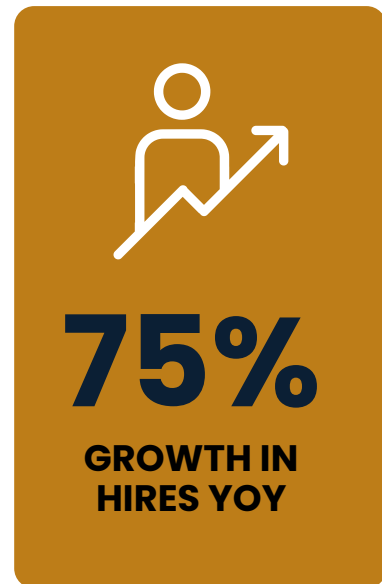
Going into her second full year, Kathleen has been entrenched in speaking engagements, panels, hosted dinners & breakfasts, and coordinating job shadowing opportunities with Naviga's client base for SOF in the STAR program. Through Kathleen's connections, Special Operations Leader, Scott Mattingly, reported to the New York Yankees for a day of job shadowing. Through job shadowing, retiring Special Operations leaders can shape and formulate their civilian career direction based on interests, skills, passions, and overall desires.

SIZABLE PRODUCTION

Unveiling the Metrics Behind Our
Recruiting Success



542
TOTAL
INTERVIEWS



236
HIRING MANAGER
INTAKE MEETINGS



9,199
TOTAL
SUBSCRIBERS



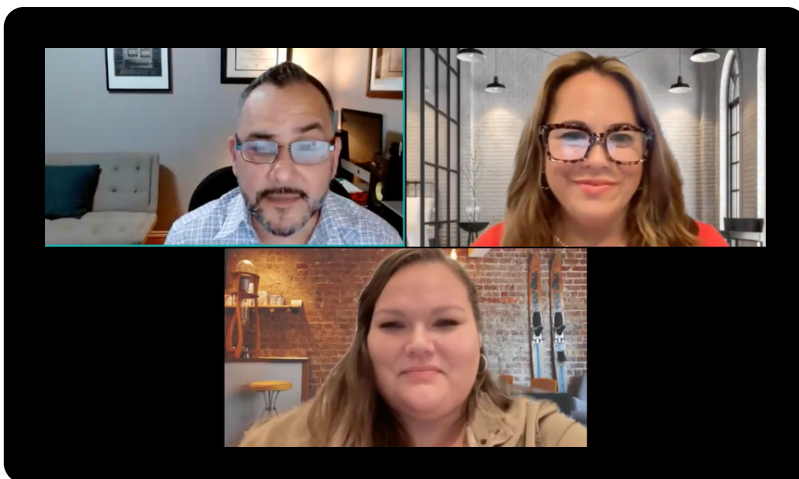
12K
ATS
GROWTH

MEDIA

Naviga was recognized in prominent media outlets for Expertise and Insights in Recruitment Solutions and Talent Acquisition Strategies

ERE MEDIA

The TA Knowledge Gap:
Optimizing Remote
Talent Acquisition



MOST ENGAGED ARTICLES:

- [6 Strategies to Recruit and Hire in 2023's Candidate-Driven Job Market](#)
- [The Ambiguous Workforce Shift: 3 Tips To Impact Remote Culture](#)
- [Naviga Recruiting Announces RPO Partnership with Lockstep Technology Group to Accelerate Hiring and Growth Plans](#)
- [It's Been Proven: Naviga Unveils Highly Effective "Road Map" to Successful Recruiting](#)

ENHANCING OPERATIONAL EXCELLENCE

Invested in Cutting-edge Tools and Resources
to Elevate Quality and Maximize Output



Skill Survey

Naviga integrated skillsurvey to automate our reference checking process. It has been a game-changer for turnaround and efficiency when it comes to references. SkillSurvey is the leader in online reference checking providing immediately useful insights to help employers make better hiring decisions.



Greenwich Global Solutions

Naviga has integrated Greenwich into our talent acquisition road map and they have been instrumental in identifying top players and impacting our volume of hires in 2023.



LinkedIn Navigator Newsletter

A subscription newsletter featuring thought leadership & expert insights to navigate recruiting, hiring, leading, retention, and onboarding best practices.

FEATURED RPO ENGAGEMENTS

The logo for Lockstep Technology Group features the word "LOCKSTEP" in a bold, sans-serif font. The "LOCK" is in dark blue, and "STEP" is in orange. Below it, "TECHNOLOGY GROUP" is written in a smaller, grey, all-caps font. The logo is enclosed in a black rounded rectangle.

LOCKSTEP
TECHNOLOGY GROUP

In 2023, Lockstep had significant growth as a result of M&A transactions, new client acquisition, and additional hiring. Naviga's 2023 RPO partnership assisted Lockstep with successful hiring plans while organizing, building, and reinforcing a recruiting process that can be trusted and executed successfully in the 2024 hiring year.

The logo for ERTC.com consists of the letters "ERTC" in a bold, black, sans-serif font, with ".com" in a smaller font below the "C". The entire logo is enclosed in a black rounded rectangle.

ERTC.com

ERTC was at a critical growth stage and wanted to elevate its organization by recruiting high-caliber Account Executives to enhance sales impact and talent sophistication. Facing an overwhelming volume of business leads beyond their capacity, there was an urgent need to hire multiple Account Executives with a focused emphasis on quality to address this challenge. Previous hiring efforts resulted in low productivity due to the selection of unqualified candidates, prompting ERTC to hire Naviga as a recruiting arm to hire high-quality passive candidates in high volume.

GLOWING **GOOGLE REVIEWS:**

Naviga is enjoying a surge of positive feedback and highly favorable reviews.



NEW CLIENT PORTFOLIOS

We are thrilled to announce the addition of several new clients to our portfolio this year, further solidifying our commitment to delivering exceptional services and building lasting partnerships.



Handy Tech Inc.

For over 30 years, they provide application and business solutions to medium and large OEM's throughout the Southeast.

**TECHINT
LABS**

Techint Labs

A relationship-driven, independent advertising agency specializing in digital, media, and design.

Eat Well, Live Well.



Ajinomoto Health & Nutrition North America Inc

A leading provider of amino acid-based solutions, making significant advances to improve CPG's taste, nutrition, health, and wellness.



American Bank Equipment Finance

A well-established financial institution providing financial solutions to equipment dealers across the United States with over 50,000 served businesses and \$1 billion in funded loans.



Consultis

Consultis has been delivering best in class talent to dynamic IT workforce solutions since 1984. They are very strategic by customizing scalable and flexible teams with proven ROI results using our people-centric approach.



Dataserv

A long-standing and growing IT Managed Service Provider for the commercial and education markets.



American Christmas

They tackle large, high-profile Christmas decor projects for major hotel chains, universities, malls, TV shows, retail buildings, etc. (Think Macy's Day Parade!)



Snowbird Technologies

Snowbird Technologies is a technology business in FL that manufactures HVAC products that are used in extreme weather conditions. These products are predominately used by the US military (DOD) but can also be found in the commercial market space. They are a very successful and profitable 20 year business.



Embark Safety

Embark Safety is the fastest-growing provider of fleet safety & risk management services. Their MVR Monitoring technology monitors employees' driving records continuously and sends real-time notifications when new changes occur, such as violations, suspensions, and accidents.



Beyorch

Beyorch delivers compelling investment results for its clients over the long term. Beyorch is a hybrid merchant banking business, blending merchant banking and investment services for businesses and entrepreneurs across the globe.

FEATURED EXECUTIVE HIRES



Chemrez:

HQ: Metro Manila
Industry: Sustainable Raw Materials & Chemicals
Scope: Retained Naviga to identify their first US hire, a Sales Leader. Chemrez is a 2.5 billion-dollar Philippine-based company expanding footprint in the United States. This is a critical expansion for the business.



DLA Piper:

HQ: London, England
Industry: Law Practice
Scope: Engaged Naviga to recruit a Finance Director for a global law firm.



Lockstep Technology Group

HQ: Peachtree Corners, GA
Industry: IT Services and IT Consulting
Partnered with Naviga to hire a Vice President of Sales. The sought-after candidate needed to be adaptable, proven leadership skills, and capable of navigating the dynamic phases of growth and acquisitions.



Snowbird Technologies

HQ: Jacksonville, FL
Industry: Defense & Space Manufacturing
Scope: Engaged Naviga's services to secure a Director of Marketing. Amidst the launch of a new website and upcoming participation in multiple trade shows, the focus was to find a robust Marketing Leader to spearhead major marketing initiatives to impact revenue the following year.



International Cybernetics Company

HQ: Largo, FL
Industry: Transportation Equipment Manufacturing
Scope: Enlisted Naviga's expertise to recruit a Director of Marketing. Their new hire has impacted the company's visibility and direct revenue.



PINpoint Information Systems

HQ: Burlington, ON
Industry: Automation Machinery
Scope: Naviga was retained to identify a Head of Sales. This strategic hire was crucial as 90% of their revenue stemmed from the US market, emphasizing the need for a skilled leader to impact revenue quickly.

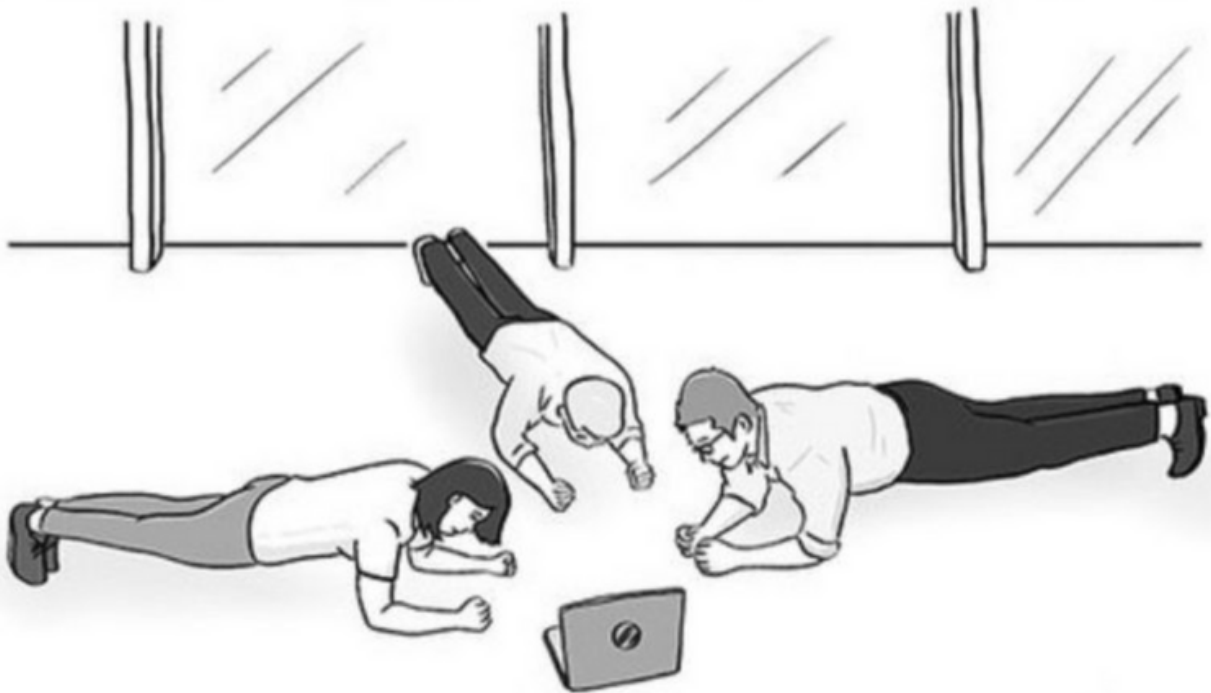
MOST ENGAGED SOCIAL MEDIA POST



newyorkermag ✓



HOW TO RUN SHORT & EFFECTIVE MEETINGS



SAMI AU