



# Charles Aris Executive Search



## AN INTRODUCTION TO OUR AGRICULTURE RECRUITING TEAM

With 57 years in executive search, Charles Aris knows how to quickly identify and **deliver** world-class **leaders** who are qualified, available and interested in enhancing your organization. Clients choose and return to Charles Aris for our **expertise**, execution, focus on cultural fit and pinpoint deliverables. That's why Charles Aris is **trusted** by organizations around the world, from Fortune 500 firms to **emerging stars**.

# CHARLES ARIS EXECUTIVE SEARCH

## HISTORY & PROFILE

Searches completed  
in 2025:

**294**

Formal candidate-to-hire  
ratio:

**7.55:1**

% of candidates our  
clients chose to interview:

**93%**

Three-year candidate  
retention rate:

**80%**



- Full-service executive search firm founded in 1969
- Our team consists of over 100 full-time professionals
- The most advanced and thorough recruiting process in the executive search industry
- Customized deliverables for every search
- No geographical boundaries, with proven reach as the United States representative of global executive search alliance InterSearch
- A shared-risk approach to partnership with every client





# AGRICULTURE & FOOD SUBSECTOR COVERAGE

**Agriculture & Food Inputs**

**Production Agriculture**

**Processors**

**AgTech/  
FoodTech**

**Associations,  
Councils &  
Government  
Affairs**

**Executive Leadership**

Crop Protection & Nutrition

Row Crop Production

Protein Processing

Precision Agriculture & Automation

Commodity Associations & Councils

**Human Capital**

Seeds, Genetics & Traits

Specialty Crops

Processing & Manufacturing

Robotics & Autonomous Equipment

Trade & Industry Associations

**Operations**

Animal Genetics

Livestock Production

Specialty & Value-Add Processing

Animal Monitoring & Livestock Intelligence

Export Promotion

**Sales & Marketing**

Animal Health & Nutrition

Poultry & Egg Production

Ingredient Manufacturing

Risk Management & Financial Tech

Producer/Grower Organizations

Ag Equipment & Irrigation

Aquaculture

Pet Food Manufacturing

Biotechnology, Climate Tech & Sustainability

Regional & State Associations



# WHAT SETS US APART?

## THREE UNIQUES



1

### SHARED RISK FEE MODEL

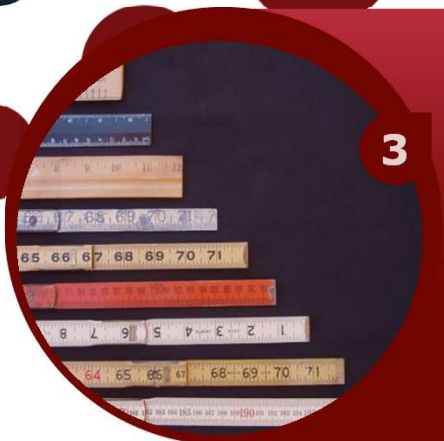
Unlike other retained search firms, Charles Aris earns the majority of our fee after a search is complete and our candidate has started in your role.



2

### WE BUILD EVERY SEARCH FROM THE GROUND UP

Our practice leaders are at the helm of every search, ensuring we approach new projects organically and that we are continuously sourcing new candidates to keep up with the fluctuating talent market.



3

### METRICS-DRIVEN APPROACH AND INDUSTRY-LEADING DELIVERABLES

Every week, Charles Aris practice leaders prepare a pipeline status report and update candidate scorecards to give our clients metrics-based clarity on the status of their search.

# OUR CAUSE



## CHANGE LIVES

We change lives by placing world-class talent into world-class companies. Our candidates work in mission-critical roles alongside talented colleagues and together they create rewarding growth opportunities.

## TRANSFORM BUSINESSES

The candidates we place make both a material and intangible impact on your organization, dramatically improving your business operations and results while making cultural contributions along the way.

## ENRICH COMMUNITIES

Our success in executive search affords us the ability to give back to our communities. Between 2020 and 2030, our firm has pledged to donate at least \$1 million to charitable organizations in both time and money.



## **WE PURSUE EXCELLENCE**

We take great pride in what we do and how we do it. We set the bar at perfection and strive to reach that standard every day.



## **WE HAVE MOXIE**

We continuously demonstrate determination and grit. We make it happen no matter what.



## **WE ARE CREATIVE**

We innovate to elevate. We constantly pursue new and better ways to deliver for our clients and team.



# **OUR CORE VALUES**



## **WE ARE STEADY**

We are reliable, accountable and consistent—for ourselves, each other and you.



## **WE ARE HUMBLE**

The road to perfection never ends. Every day is a school day at Charles Aris. As a team we continuously learn and grow.



## **WE CARE**

We value the greater good. We feel a responsibility to serve our team members, clients, candidates and communities to the best of our ability.

**Reach out to anyone on our team to learn more about our executive search services and how we can add A-level talent to your organization.**

**Would you like to stay in touch?** We actively produce a series of newsletters where we discuss the latest news, trends and opportunities we're seeing across our practices:

Aris Amplify Recruitment Services  
Agriculture  
Charles Aris Transaction Services  
Monthly Roundup  
Finance & Corporate Development  
Engineering & Operations  
Executive Summary  
Private Equity  
Strategy & Go-to-Market

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