DynamicsFocus, LLC.
BOUTIQUE ERP & CRM RECRUITMENT AGENCY

PE/VC Talent Solutions

Specialized Microsoft Dynamics & NetSuite Talent Acquisition

DynamicsFocus is the only boutique recruiting firm exclusively focused on helping Private Equity and Venture Capital firms de-risk technology transitions and partner acquisitions through strategic talent planning and placement.

67%
ERP Projects Fail Due to Talent Gaps

71%
Partner Acquisitions Underperform Y1

30-40%
Cost Savings with RPO Model

Two Critical Scenarios Where PE/VC Firms Need Us

Whether you're acquiring companies transitioning to modern ERP systems or acquiring the consulting partners themselves, we have the specialized expertise to ensure talent doesn't become your risk factor.

📊 Portfolio Company ERP Transitions

De-Risking NetSuite & Dynamics 365 Implementations

The Challenge

You acquire a portfolio company. You mandate NetSuite or Dynamics 365. Six months later: delays, 40% cost overruns, frustrated leadership, and implementation risks threatening value creation.

Root Cause: Talent gaps—not software issues. Most acquisitions inherit "talent debt" across their ERP teams.

Our Solution

- **Pre-Acquisition Talent Audits:** Identify capability gaps during due diligence
- **90-Day Talent Roadmaps:** Strategic hiring plans post-close
- **Critical Role Placement:** Business Applications Managers, Solution Architects, Functional Consultants
- **Portfolio-Wide Strategies:** Standardized hiring across multiple companies
- **RPO Solutions:** 30-40% cost savings for team building

Ideal For: Operating partners managing portfolio companies implementing or upgrading to NetSuite or Microsoft Dynamics 365.

🤝 Partner Firm Acquisitions

Leadership Transitions For Consulting Partner Acquisitions

The Challenge

You acquire a Microsoft Dynamics or NetSuite implementation partner. The founder CEO resists change. The CFO lacks PE experience. Practice leaders are billable consultants with no management skills. Six months later: revenue decline, consultant attrition, client dissatisfaction.

Root Cause: Partner firms are built on founder relationships and technical delivery—not scalable leadership. Most acquisitions inherit "leadership debt."

Our Solution

- **C-Suite Transitions:** CEO, CFO, COO replacements with PE backed services experience
- **Practice Leadership Development:** Evaluate and upgrade NetSuite/Dynamics practice leads
- **Sales Leadership Transformation:** Build predictable new business engines
- **Consultant Team Scaling:** RPO for rapid practice expansion (30-65+ consultants)
- **Leadership Capability Assessments:** Pre-acquisition due diligence on talent bench strength

Ideal For: PE/VC firms acquiring professional services consulting practices and needing to scale or transition leadership.

Comprehensive PE/VC Capabilities

End-to-end talent solutions designed specifically for private equity and venture capital operating models

Pre-Acquisition Planning

- ✔ ERP capability assessments during diligence
- ✔ Leadership bench strength analysis
- ✔ Talent debt identification
- ✔ Flight risk evaluation
- ✔ Compensation benchmarking

Post-Close Execution

- ✔ 90-day talent roadmaps
- ✔ Critical role placement (Days 1-90)
- ✔ Retention strategies
- ✔ Team stabilization
- ✔ Culture integration support

Executive Leadership

- ✔ CEO/Founder transitions
- ✔ PE-experienced CFO upgrades
- ✔ COO/Operations leadership
- ✔ VP of Sales placement
- ✔ Confidential succession planning

Practice Development

- ✔ Practice leader evaluation/replacement
- ✔ Consultant team scaling
- ✔ Senior architect placement
- ✔ Developer and functional consultant hiring
- ✔ Geographic expansion support

Portfolio-Wide Strategies

- ✔ Multi-company RPO programs
- ✔ Standardized talent frameworks
- ✔ Centralized recruiting resources
- ✔ Predictable budgeting
- ✔ Consolidated reporting

Specialized Expertise

- ✔ 100% Microsoft Dynamics & NetSuite focus
- ✔ 25+ years recruiting veteran-led
- ✔ PE-backed services experience
- ✔ Passive candidate networks
- ✔ Global reach (North America & Europe)

The 90-Day Post-Close Talent Roadmap

Strategic framework for stabilizing and scaling talent in newly acquired companies

DAYS 1-30
Assess & Stabilize

Foundation & Discovery

- Meet all team members 1:1 to understand current state
- Document skill gaps, experience levels, and capability deficiencies
- Identify flight risks and retention priorities
- Secure critical client relationships and project continuity
- Review organizational structure and reporting lines
- Assess compensation competitiveness and equity alignment

DAYS 31-60
Plan & Recruit

Strategic Planning & Search Initiation

- Define target organizational design based on growth objectives
- Develop CEO/founder transition plan (if applicable)
- Create CFO upgrade strategy for PE reporting requirements
- Evaluate practice leaders: develop or replace decision
- Assess sales leadership viability and pipeline health
- Launch executive searches for Priority 1 roles
- Implement retention programs for key technical talent

DAYS 61-90
Execute & Transition

Implementation & Stabilization

- Close Priority 1 executive hires by Day 75
- Announce leadership changes with clear communication plan
- Transition founder/outgoing executives with knowledge transfer
- Establish PE reporting cadence and operational discipline
- Implement new sales structure and pipeline management
- Complete onboarding of new leaders with integration support
- Launch Phase 2 hiring for team scaling (if applicable)

Four Flexible Engagement Models

Choose the approach that fits your scenario and timeline

🎯 Retained Executive Search

Best For: CEO, CFO, COO, VP Sales replacements

100% Passive Talent Access + Confidentiality

Dedicated focus, omnichannel marketing, video presentations, personality assessments. Mission critical leadership transitions.

⚡ Engaged Recruiting

Best For: Practice leaders, senior consultants, critical technical roles

Minimal Upfront Cost + Fast Fill

Dedicated focus, omnichannel marketing, video presentations, personality assessments. Mission critical leadership transitions.

📈 RPO Services

Best For: Building new practices, scaling teams, portfolio-wide initiatives

30-40% Cost Savings + Dedicated Resources

Dedicated focus, omnichannel marketing, video presentations, personality assessments. Mission critical leadership transitions.

🚀 Contract Resources

Best For: Interim leadership, project work, surge capacity

Immediate Deployment (Days, Not Months)

Dedicated focus, omnichannel marketing, video presentations, personality assessments. Mission critical leadership transitions.

The FocusFramework™

Our proprietary methodology that reduces effort, minimizes risk, delivers strategic advantage, and scales with innovation

FocusLift 360™

Effort Reduction → We Do The Heavy Lifting

- 25-year recruiting veteran leads every search personally
- White-glove service handling 90% of the hiring process
- Pre-vetted candidate profiles with skills validation
- Social media recruiting campaigns for maximum visibility
- Video interview presentations for easier evaluation
- Rigorous reference checking before presentation
- Hands-free onboarding support through start date

TalentShield 360™

Risk Reduction → Protecting Your Investment

- 100-day unconditional financial guarantee (NO questions asked)
- Culture and retention screening for long-term fit
- AI-powered personality assessments for team alignment
- Offer negotiation management to ensure acceptance
- Candidate experience guarantee to protect your brand
- Reverse recruiting: exclusive first access to top talent

TalentCatalyst 360™

Strategic Advantage → Helping You Win The Talent War

- Long-term partnership focus, not transactional placements
- 75% passive candidate focus (hidden talent market)
- International reach across North America and Europe
- Real-time compensation benchmarking and market intelligence
- Strategic hiring advisory on team structure and scaling
- Practice builder expertise for new service lines
- Competitive market intel reports

TalentNavigator 360™

Innovation & Scalability → Future-Focused Growth

- Exclusive specialization in Microsoft Dynamics, NetSuite, and AI talent
- RPO capabilities for scalable recruiting support
- Proactive pipeline building before openings arise
- Portfolio-wide solutions for multi-company PE/VC portfolios
- Emerging technology expertise (Power Platform, AI, Copilot)

Why PE/VC Firms Choose DynamicsFocus

Our proprietary methodology that reduces effort, minimizes risk, delivers strategic advantage, and scales with innovation

Key Differentiators

Exclusive Specialization:

100% focused on Microsoft Dynamics 365, NetSuite, and AI talent. We don't recruit for anything else—this is our only market. This means deeper networks, better candidate quality, and faster placement.

PE/VC Operating Model Expertise:

We understand how PE-backed firms operate. Our candidates are vetted for PE environments: growth orientation, performance accountability, operational discipline, and scalability mindset.

Led by a 25-Year Industry Veteran:

Not delegated to junior recruiters. Bryan Ray personally leads every engagement, bringing relationships and market knowledge built over decades.

Passive Candidate Access:

75% of the best talent isn't on job boards. Our network gives you access to employed professionals who only move for the right opportunity—and we have the relationships to reach them.

Portfolio-Wide Thinking:

We work at the portfolio level, not just company-by-company. Standardized frameworks, consolidated RPO programs, and predictable budgeting across multiple acquisitions.

Speed Without Sacrificing Quality:

Typical placements in 45-60 days. RPO engagements average 32-38 days per hire. When timelines are critical, we deliver—without compromising on candidate quality.

Risk Mitigation Through Guarantees:

100-day unconditional financial guarantee. If a hire doesn't work out for any reason, we make it right. This isn't standard in the recruiting industry—it's our commitment to your success.

North American & European Reach:

Whether your portfolio companies are in Michigan, California, Texas, London, or Amsterdam, we have the networks and candidate access to support your talent needs.

Start With a Complimentary Talent Audit

Whether you're evaluating a target company or have recently closed an acquisition, we'll provide a comprehensive 72-hour talent assessment covering leadership capability, technical team bench strength, flight risk identification, and a prioritized 90-day talent roadmap.

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DynamicsFocus ERP & CRM RECRUITMENT

DynamicsFocus, LLC. is North America's premier recruiting firm for mid-market Cloud ERP and CRM talent. We specialize in Microsoft Dynamics, NetSuite, Salesforce, and more—connecting U.S. and Canadian businesses with top professionals through permanent placement, subcontracting, and exclusive access to passive candidates not found on job boards.

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