

Criteria for Membership in NAER

Membership in the National Association of Executive Recruiters is open to those organizations which recruit senior level professionals. Membership in the Association is by firm or corporate entity, not individual, by application and selection after the applicant organization meets the following NAER criteria for membership.

The following criteria for membership is intended as a definition of the kind of executive recruitment firm most likely to develop and provide the service that succeeds for the client. They are based on the premise that the firm should be independent, unbiased, and objective; should offer adequate staff and experience; should be ethically operated; and should be soundly managed and financed.

Only firms operating in a pure recruiting or search mode are eligible for NAER membership.

Executive search firms exempt from state licensing standards are eligible to apply for NAER membership; however, the Board of Directors will consider applicants from firms in those states requiring licensing of all third-party search firms.

The executive search firm applying for NAER membership must have been in business for a minimum of one year prior to submitting an application. A principal of the firm must apply for the firm's membership and be the designated NAER representative. Additionally, the principal making application for the firm must have had a minimum tenure of three years professional employment in executive search prior to making this application.

In the firm's application for membership in NAER, a minimum of two client references must be furnished, confidentially. These references should be at the general manager or senior officer level.

The firm must agree to operate in accordance with the NAER Code of Ethical Standards and so state on the membership application.

Member firms found not in compliance with these standards may be removed as members by vote of the Board of Directors, as described in the Association's bylaws.

Members found to misrepresent the intentions or goals as stated by NAER may be removed by vote of the membership.

NAER membership comprises an organization of exceptionally qualified, successful executive search firms, each with a proven track record of service and achievement.

Only those firms who meet NAER's rigorous standards are accepted for membership, and each submits to extensive scrutiny and reference process. Moreover, NAER demands adherence. While we cannot be

held legally or financially responsible for the actions of individual firms, we will take prompt and appropriate action, through our Board of Directors, if a member firm is in violation of our code of ethics.

Being a member is a privilege reserved for the top executive recruiting firms that are independent, unbiased and objective.

NAER has member firms across the United States and abroad, member firms are small to medium sized firms that do retained and contingency search work.

NAER search practices span a wide range of focus from horticulture to freight forwarding and NAER member firms are considered the leading boutique firms in their market niche.

To find out more about NAER membership, activities, or our annual conference please contact us!

Call: 413-529-2895 or email info@naer.org