



"Practical Problem-Solving Advice for Publishers"

McHugh Executive Recruiting Services

John B. "Jack" McHugh is an experienced executive recruiter with a specialty in commercial and nonprofit publishing, including college, business, technical, professional, religious, and association publications. He has written extensively about the field of effective publishing management, drawing on his expertise as a successful executive of both book and journal programs. He can also assist you in recruiting for a variety of association and society positions, including, CEOs (Executive Director.)

Tap into McHugh's extensive knowledge of the publishing industry to find top talent. Save on recruiting costs since McHugh charges a fixed fee instead of the costly retainer percentage used by most executive search firms.

McHugh's full recruiting service for publishing executives offers these advantages:

- Save expensive staff time involved in screening resumes and preliminary interviewing of candidates.
- Use McHugh as a third-party independent interviewer to validate your own observations.
- Get an expert evaluation of prospects and final candidates.
- Receive a comprehensive interview report customized to your job needs. (This service is available on an a la carte per interview basis.)
- Save money by paying a flat fee vs. typical 33 1/3% of first year salary charged by executive search firms.

Free Papers at John B. McHugh's Website Link <http://goo.gl/OHe882>

- PM- 46, *Executive Recruiting Checklist of 22 Milestones: A McHugh Select*, 2013, 3 pages

Free Expert Interviews <http://goo.gl/I3iyfz>

- I-1, *McHugh Interviews McHugh on Consulting*, 2013, revised
- I-11, *McHugh Interviews McHugh on Executive Recruiting*, 2011

About John B. McHugh

John B. "Jack" McHugh is a 40-year veteran of the publishing business. Jack has worked as an executive for Houghton-Mifflin, Wadsworth, and Saint Mary's Press. Jack is also an experienced association publishing executive. For seven years, he was Publisher and Director of Programs

at the American Society for Quality and for a two-year period, he served as the Interim Publisher at the Project Management Institute. Jack's specialties include association/nonprofit publishing, book publishing, executive recruiting, journal publishing, rights and permissions, organizational design, and startups. He manages two LinkedIn™ groups, *Association and Nonprofit Publishing* and *The Self-Employment Forum*.

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