

Sourcing Operating Partners That Move the Needle

Private equity firms win on the quality of their operators. The difference between a portfolio company that compounds value and one that stagnates often comes down to a single hire — a seasoned operator who has navigated the exact challenges standing between your investment and its potential. Finding that person through traditional networks is slow, incomplete, and often misses the best candidates entirely. Pinnacle Connections was built to change that.

OUR APPROACH

Beyond the Rolodex

Most operating partner searches begin and end with who a firm already knows. Pinnacle Connections opens a different door — one built from years of cultivating relationships with operators who have led transformations inside PE-backed companies, scaled revenue from \$10M to \$100M, navigated carve-outs, and rebuilt go-to-market functions from the ground up. We know who they are, how they operate, and crucially, whether they are the right fit for your specific portfolio context.

WHAT WE DELIVER

A curated shortlist, not a long list

- **Needs Assessment**
We begin with a deep dive into your fund strategy, portfolio composition, and the specific value creation levers you need an operator to pull.
- **Candidate Mapping**
We identify operators from our proprietary network who match the functional, sector, and stage requirements — including passive candidates not visible on the open market.
- **Qualification & Vetting**
Every candidate is pre-qualified through direct conversation. We assess PE fluency, management style, and cultural alignment before a name crosses your desk.
- **Warm Introduction**
We make a personal, contextualized introduction — not a forwarded resume. Both sides arrive at the first conversation with full context and genuine interest.

WHO WE PLACE

Operators built for PE environments

The operators in our network share a common thread: they have worked inside PE-owned businesses and understand the cadence, the accountability, and the urgency that comes with that mandate. We specialize in placing:

- **Chief Revenue Officers & VP Sales**
Revenue acceleration, go-to-market rebuild, enterprise sales motion development.
- **Chief Operating Officers**
Operational infrastructure, margin improvement, systems and process maturation.
- **Chief Commercial Officers**
Partnership strategy, channel development, and growth through adjacencies.
- **Interim & Fractional Executives**
Bridge leadership for portfolio companies between full-time hires or during transitions.
- **Board Advisors & Operating Partners**
Senior functional expertise available across multiple portfolio companies simultaneously.

WHY PINNACLE CONNECTIONS

Trusted because we are selective

- **Relationship-first model**
We do not run keyword searches. Every introduction is backed by a personal relationship and direct knowledge of the candidate.
- **Discretion as standard**
Searches are conducted with complete confidentiality for both the firm and the candidates involved.
- **No volume incentives**
We are not paid to fill a slot. Our reputation depends on the quality and longevity of every match we make.

Ready to strengthen your operating bench?

Schedule an introductory call at pinnacleconnections.co | Confidential inquiries welcome.