

DAVID S. SHEFRIN & ASSOCIATES offer a broad range proven experience in career college recruiting activities. We are very well networked to fill your management personnel needs with the finest talent available in the field.

David Shefrin, a former owner of five career colleges, and director of ACICS, understands the issues involved and has developed a successful track record in this specialized field. Jeff Goldwasser directed several large career colleges, and served as Director of U.S. Operations for the Academy of Learning, a Canadian-based career school chain with more than two hundred locations worldwide. All of our associates are dedicated, experienced recruiters.

*Is your...*

EXECUTIVE DIRECTOR meeting your profit goals?

DIRECTOR OF ADMISSIONS meeting your start goals?

DIRECTOR OF EDUCATION meeting your retention goals?

FINANCIAL AID DIRECTOR meeting your packaging goals?

*If not...* NOW is the time to replace these directors with one of our "Stars." We have the management candidates with proven success records in the career college sector that can help you reach your objectives.

## We Understand the Business of Career Colleges

*We have the resources and experience to help fulfill  
your specific management requirements*

PROFESSIONALLY / CONFIDENTIALLY

EFFICIENTLY / CREATIVELY

ECONOMICALLY

*Explore your options at no cost or obligation.  
Take the next step by contacting us today.*



DAVID S. SHEFRIN AND ASSOCIATES  
*Management Recruiting Specialists*

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*In a Vast Universe  
Full of STARS...*

*We find only the  
BRIGHTEST*

DAVID S. SHEFRIN & ASSOCIATES LLC  
*Management Recruiting Specialists*

# DAVID S. SHEFRIN & ASSOCIATES CAN HELP FIND YOUR NEXT STAR

## Now is the Time...

You've invested substantial effort and capital in your school. To continue meeting your goals, you must manage your executive personnel for success.

**DAVID S. SHEFRIN & ASSOCIATES** are experienced recruiters with comprehensive networking skills. Our services include qualification of candidates for accuracy of references, including former employers; acceptable salary range; willingness to relocate, and other related factors to ensure a successful fit of candidate to client.

We are a contingent search firm, with no charge to the client unless a successful hire is made. You will find our fees are well within the standards of the industry. We also offer a 90-day guarantee period, where a replacement will be provided with no additional fee.

## Successful Traits of Managers

### PRESIDENTS AND EXECUTIVE DIRECTORS

Proven leaders who meet performance goals, including profit and loss, and manage the entire campus team. Responsible for default management, budget planning and tracking; hiring, training and motivating key personnel.

### DIRECTORS OF ADMISSION

Meet start goals with quality enrollments that complete course of study. Hire, train and motivate admissions representatives to success.

### DIRECTORS OF EDUCATION

Successfully coordinate all education activities, including scheduling, curriculum, in-service training, retention and accreditation, to ensure quality education. Achieve excellent supervision of instructional staff.

### DIRECTORS OF FINANCIAL AID

Show proven capability in aid packaging before student begins training, to meet USDOE policies and procedures, default management requirements and compliance issues. Successfully supervise the effectiveness of the financial aid department.

**DAVID S. SHEFRIN & ASSOCIATES** extensive database of "Star" players also includes candidates for Regional Directors, Vice-Presidents of Academic Affairs, Vice-Presidents of Administrative Services, and other high-level candidates with masters and Ph.D. credentials.

**DAVID S. SHEFRIN & ASSOCIATES** offer a diversity of talent and industry experience to private career college owners and CEOs that provide training in a broad range of disciplines including the following:

### INFORMATION TECHNOLOGY

Graphic Design, CAD, Repair, Programming, Maintenance, Microchip Design, Multimedia Design

### RESTAURANT, HOTEL MANAGEMENT AND THE CULINARY ARTS

### ALLIED HEALTH SPECIALTIES

Medical/Dental/Nursing Assistants, Pharmaceutical Technician, Naturopathic, Surgical, Ultrasound

### FASHION AND INTERIOR DESIGN

### BUSINESS MANAGEMENT

Secretarial Skills, Office Management, Computerized Accounting Skills

### AUTOMOTIVE AND AVIATION TRAINING

### MECHANICAL AND ELECTRONIC TRAINING

### LAW ENFORCEMENT, CRIMINAL JUSTICE PARALEGAL, COURT REPORTING STUDIES

### MASSAGE THERAPY

### DISTANCE LEARNING