

# Jay Lane

## *Partner, Head of Recruiting*

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Jay joined Spectrum at its inception in 2009, and established its recruiting function. He pioneered the Company's ability to develop impactful, customized Recruiting strategies that successfully target highly desirable candidates who thrive in private equity-owned businesses. In his current role, in addition to leading the Recruiting team, he manages functional leadership assignments, C-level search assignments and client relationships. He has worked on several hundred searches during his tenure at Spectrum and has considerable knowledge within every core vertical we support. His deep expertise and insights in information technology, SaaS, and E-Commerce are tremendously valued by Spectrum's clients. Jay's passion for helping clients manage change in this rapidly evolving world enables Spectrum to remain a trusted advisor and a valued source for industry trends and best practices.

Jay has worked in the retained executive search industry since 2005. Prior to Spectrum, he worked for Tri-Worth Solutions and helped build its national footprint. Before TWS, he worked at DHR International, the 5th largest retained executive search firm in the United States, where he placed executive level talent at both Fortune 500 and entrepreneurial businesses. He started his career in the marketing services space for Marketing Werks, an experiential marketing and branding firm.

A former Vermont State High School football champion, Jay earned his undergraduate degree at Western New England University, where he also played football. Married and the father of two boys, Jay's hands are more than full these days though he is an entrepreneur himself and the co-Founder of Jawbox Jerky, as well as a board member of the Jamie Beck Foundation, which raises money to help families affected by brain aneurysms.



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