ThinkingAhead Executive Search is an Equal Opportunity Employer, committed to a work environment that supports, inspires and respects all individuals. Personnel processes are merit-based and applied without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, age, disability, national or ethnic ancestry, military service status, citizenship, or other protected characteristic. This applies to every aspect of employment including hiring, training, advancement and termination. The firm is committed to creating a just culture of diversity, equity and inclusion by practicing, within the company and the marketplace we serve, intentional strategies that serve marginalized individuals and groups.