Meet Our Team at IMPACT Hiring Solutions



Brad Remillard and Barry Deutsch, founding partners of IMPACT Hiring Solutions, have caused a major controversy within the traditional arena of hiring and retaining top talent.

They are the only hiring solutions company to have ***SHATTERED*** the myths and assumptions of hiring and retaining top talent. They've identified the errors and mistakes that most commonly occur.

After extensive, decades long research, they've developed a simple methodology to overcome all the major errors and mistakes that lead to hiring failures and retention disasters.

Brad Remillard and Barry Deutsch have worked together for 25 years. They've collaborated on more than 1,000 executive searches, interviewed on a combined basis more than 100,000 candidates, and facilitated workshops on hiring and retaining top talent to well over 50,000 CEOs, senior executives, and hiring managers. They've been interviewed by well-known news publications, won awards for their presentations, and been honored before numerous trade associations and industry groups.

The Partners of IMPACT Hiring Solutions have developed a proprietary and trademarked process called the Success Factor Methodology for Hiring Executives and Managers. These two partners have extended their knowledge of hiring and retention to create the Career Success Methodology for Senior Executives. Brad and Barry have made an IMPACT in thousands of companies around the world and have changed the career trajectories of many senior executives.

This Web site integrates all of the resources, content, products and services surrounding these two major methodologies that ***SHATTER*** the traditional approaches to hiring and retention for companies and job search/career management for senior executives.



Brad Remillard, an executive recruiter with more than 30 years of experience, has conducted more than 10,000 interviews and been involved in more than 2,000 executive searches. A CPA and graduate of California State University, Fullerton, Brad previously served as President of

CJA Executive Search, which was recognized as one of the top search firms in Southern California. Brad has conducted nationwide searches for the Fortune 500 and entrepreneurial companies.

He has co-authored two books on hiring. Published in 2005 their best selling book, ***"You're NOT The Person I Hired; A CEO's Guide To Hiring Top Talent"*** currently has over 10,000 books in circulation. This book is the foundation for the corporate workshops and speaking engagements that help companies develop an effective hiring process. In 2009 his second book was published, ***"This Is NOT The Position I Accepted: Executive Recruiters Reveal The Inside Secrets To Reducing Your Time In Search."***

Brad is a top rated speaker on hiring for the CEO and Key Executive community with Vistage International . He has spoken to over 170 Vistage CEO and Key Executive groups all over the country. In addition, he speaks requlary at corporate functions, trade association, alumni groups such as the Harvard Business School, and other national associations including, Association for Corporate Growth (ACG), National Human Resources Association (NHRA), Personnel and Industrial Relations Association (PIRA), and The American Association of Senior Executives (AASE).

In 1999, Brad co-founded the American Association of Senior Executives (AASE), one of Southern California's largest career management and business resource organizations exclusively dedicated to VP- and C-level executives. The AASE has assisted more than 1,500 corporate executives manage their careers. Brad has personally coached many of these executives on success-based interviewing, 21st century networking techniques, and career transition. He is a frequent speaker on the subject of career management and executive networking.

CLICK HERE to view a short video of Brad speaking on how to attract top talent.

