

Sample List of Recent Search Engagements

- Design Director
- Director of Communications
- Director of Engineering
- Director of Interiors
- Director of Marketing
- Managing Principal
- Market Leader, Land Planning
- MEPIC Group Leader
- National Healthcare Practice Leader
- Operations Director (London)
- Project Director
- Principal, Sr. Urban Designer / Planner
- VP, Civil Engineering
- VP, Multi-Family Architecture
- VP, Urban Design & Community Planning
- Workplace Strategist

Get to know Shadin:

- She has an entrepreneurial spirit
- She's a philanthropist
- She loves athletic adventures and runs marathons for a children's humanitarian charity
- She is an active community member
- She sings and plays the piano
- She's a wife and mother of two teenage girls

For more information contact:

Shadin Maali
Principal
312.654.2900 (Main)
312.789.4457 (Direct)
708.309.7423 (Mobile)
smaali@gainesintl.com (Email)
smaali.gainesintl (Skype ID)
www.gainesintl.com

Introducing Shadin Maali



Based in Chicago, Shadin Maali is a Principal in Allen Austin/Gaines International's Architecture, Engineering and Construction practice. Shadin started her search career at Gaines International graduating from college and worked her way up to Research Manager. She led a driven research team to find talented candidates in creative and non-conventional ways. Shadin was involved in various aspects of the search process and deeply values the impact that the search business has on the candidate-client relationship. She believes that the search industry has profound and long-lasting implications on employers

and employees that transcend the work environment and impact personal growth and fulfillment as well as global productivity and efficiency. It is this purpose that fuels Shadin's desire to make the best possible match for her clients and talented professionals for true career satisfaction and long-term employee retention for employers.

Prior to rejoining Gaines, Shadin's work experience in the education, healthcare and not-for-profit market sectors helped to give her invaluable knowledge and insight into the unique and distinct work cultures of organizations. She believes that proper cultural fit is just as important as the job specifications and qualifications of the individual in the work environment. Shadin focuses on building relationships for the long run and receives great personal satisfaction from serving the needs of the clients.

Shadin received her Bachelor of Arts Degree in 1998 with a concentration in Industrial and Organizational Psychology. In her free time, she is involved in various charitable endeavors and is an active member on several committees that work to help benefit the Chicago community. She finds solace in physical activity and has run three marathons to raise funds for a children's not-for-profit organization. Shadin believes that giving back to local communities is imperative for the health and wellbeing of a society. Shadin Maali lives in Orland Park, IL with her husband and two daughters.

Hear from a Client

"Cooper Carry has enjoyed great results from the recruiting services of Gaines International

for 30 years. That we have used their services for three decades attests to our satisfaction with the quality of the process, interactions, and results. During this period we have also retained other search firms of various assignments, but none have consistently delivered the results produced by Gaines, and none have made the process as streamlined and efficient for our professionals who interface with Donna Gaines and her team.

We find that the most distinguishing quality that Gaines brings to the recruiting process is that they develop a thorough and deep understanding of our firm, its key people, and its culture as well as a thorough and deep understanding of the position we need to fill. They actively participate in the development of a very detailed position description. The knowledge they gain through this process is then used to distill qualified candidates down to only those that they know can both meet the requirements of the position and blend comfortably into our firm. We therefore interview only candidates that can both perform and fit. That saves us valuable time and has consistently resulted in the subject position being filled with a successful, productive professional who feels to us like they have been a member of our firm for a long time."

- President and CEO, Cooper Carry