



## TIMOTHY HOLT, JR.

PARTNER, NEW YORK

Tim Holt is a partner in Heidrick & Struggles' New York office and a member of the CEO & Board of Directors, Financial Services, and Social Impact practices. He is the lead relationship partner for numerous key clients focusing primarily on board and C-suite search and advisory work for global, regional, and community-based financial institutions; mission-driven social impact organizations; and government/public sector entities. Tim is an active leader, champion, and ally for diversity, inclusion, economic access, development, and innovation.

Tim's expertise includes c-suite and board director search and advisory, succession planning, executive assessment, team effectiveness, and culture shaping. His early experience at Heidrick & Struggles focused on critical enterprise-wide areas such as audit, compliance, control, finance, legal, operations, and risk management. Tim has experience with complex organizations at the intersect of the public, private, and social sectors and has worked across all sectors of financial services at all organizational life cycles.

During his 20+ years with the firm, Tim has served in several leadership roles including managing partner of the Financial Services practice for the Americas, managing partner of the US Northeast Region complex, managing partner of the Consumer & Commercial Financial Services sector, managing partner of two of the

firm's largest and top-performing offices, co-chair of the Americas Diversity Council, and a member of the global Consultant Promotions Committee. Tim is a long-serving mentor in the firm's Advancing Professionals of Color and Accelerating Women's Excellent leadership development programs.

Prior to joining Heidrick & Struggles he was a New York-based recruiter with another major executive search firm focusing on capital markets, investment banking, structured finance, and private equity. Tim's earlier career included client-facing and managerial roles with Lexis-Nexis, Rand McNally, and Gulf States Paper Corporation.

Education

Centre College of Kentucky, Bachelor's Degree in History