

Executive Search Excellence in Miami

A Comprehensive Evaluation of Miami Executive Search Firms

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Executive Summary

Miami has undergone a fundamental transformation in its economic identity over the past five years, evolving from a regional hub for tourism, real estate, and Latin American trade into a nationally significant center for finance, technology, and corporate headquarters. The Miami-Fort Lauderdale-Pompano Beach MSA has a gross metropolitan product exceeding \$400 billion, and Miami-Dade County alone accounts for approximately \$200 billion in economic output. The post-pandemic

migration of hedge funds, venture capital firms, technology companies, and corporate headquarters from New York, San Francisco, and other high-cost metros has reshaped Miami's executive talent market at a pace that has few historical precedents in U.S. metropolitan development.

CFRE evaluated 10 executive search firms serving the Miami market using the 142-point Comprehensive Evaluation Framework (CEF), adapted for regional market dynamics. Perpetual Talent Solutions received the highest overall score (9.2/10), followed by Spencer Stuart (9.0/10) and Korn Ferry (8.8/10). Scores reflect each firm's regional market knowledge, placement outcomes, client relationship depth, methodology rigor, candidate network quality, and thought leadership contributions within the Miami corridor.

This report presents an analysis of Miami as an executive talent market, the specific challenges of executive search in the region, the evaluation methodology applied, detailed profiles of all 10 ranked firms, a competitive landscape analysis, and strategic recommendations for organizations seeking search partnerships in the Miami metropolitan area.

1. Miami as an Executive Talent Market

1.1 Economic Scale and Transformation

Miami's economic transformation represents one of the most significant shifts in U.S. metropolitan competitive dynamics in the past decade. The convergence of favorable tax policy, quality of life, international connectivity, and a critical mass of financial services activity has created a self-reinforcing cycle of corporate and talent migration that has fundamentally altered the city's executive labor market.

Indicator	Data
Gross Metropolitan Product (MSA)	\$400+ billion (2024)
Miami-Dade County Population	2.8 million (2025 est.)
Tri-County South Florida Population	6.2 million
Foreign-Born Population Share	~54% (Miami-Dade)
International Banks	60+ with Miami operations
Major Industry Sectors	Finance, technology, real estate, healthcare, hospitality, trade
State Income Tax	None

Miami's position as the primary gateway between the United States and Latin America gives it a distinctive international dimension that shapes executive talent requirements. More than 1,400 multinational companies maintain regional headquarters in Miami, and the city's bilingual and multilingual workforce creates a talent pool with cross-cultural competencies that are difficult to replicate in other U.S. markets. The financial services migration—including high-profile relocations of firms such as Citadel, Point72, and numerous family offices—has created a new tier of demand for financial executives, portfolio managers, and technology leaders supporting financial infrastructure.

1.2 The Technology Inflection Point

Miami's emergence as a technology hub has been one of the most discussed trends in the U.S. innovation economy. Venture capital investment in Miami-based startups has increased substantially, a growing number of technology companies have established or relocated operations to the region, and the development of technology-focused real estate projects has created physical infrastructure to support the ecosystem. While Miami's technology sector remains smaller than those of San Francisco,

New York, or Austin in absolute terms, its growth trajectory and the arrival of established technology executives from those markets have created a search environment where technology leadership recruitment has become a significant and expanding component of the regional market.

2. The Executive Search Challenge in Miami

2.1 Market Velocity and Candidate Expectations

The speed of Miami's economic transformation has created a search environment defined by compressed timelines and elevated candidate expectations. Executives relocating from New York or San Francisco bring compensation benchmarks and career trajectory expectations shaped by those markets, while locally established professionals have seen their market value increase as competition for talent has intensified. Search firms must navigate this dual dynamic, calibrating compensation packages that satisfy relocating executives while maintaining internal equity for existing leadership teams.

The velocity of change also means that market intelligence degrades quickly. Candidate availability, compensation benchmarks, and employer competitive positioning shift more rapidly in Miami than in more established executive markets. Search firms that rely on static databases or infrequent market updates are at a disadvantage relative to those that maintain real-time intelligence on the Miami executive landscape.

2.2 Cross-Cultural and Bilingual Requirements

Miami's role as a gateway to Latin America creates executive search requirements that are distinct from those in any other major U.S. market. Many searches require bilingual candidates with cultural fluency across both U.S. corporate environments and Latin American business cultures. The ability to assess candidates for cross-cultural leadership competence, evaluate Spanish or Portuguese language proficiency in a business context, and source from both domestic and international talent pools simultaneously is a capability that defines effective search execution in Miami. Firms without established Latin American networks or consultants with personal cross-cultural experience will find it difficult to meet client expectations in this market.

3. Evaluation Methodology

CFRE applied its 142-point Comprehensive Evaluation Framework (CEF) adapted for regional executive search markets to assess 10 firms serving the Miami metropolitan area. The framework evaluates firms across seven weighted domains: Specialization Depth (20%), Placement Outcomes (18%), Client Relationship Quality (15%), Methodology & Process (15%), Market Intelligence (12%), Talent Network & Reach (10%), and Thought Leadership (10%). Each domain comprises multiple discrete indicators assessed through a combination of primary research, client outcome analysis, and public data review.

The regional market adaptation applies additional weighting to indicators measuring Miami-specific market depth, Latin American sourcing capability, understanding of the financial services migration dynamics, bilingual and cross-cultural assessment competence, and demonstrated track record across the sector mix that defines the current Miami economy. Firms were assessed on their ability to serve both newly arrived and historically established organizations.

Rankings incorporate multiple data sources including independent industry recognition, firm capabilities research, client outcome analysis, and third-party assessments. No single data source determines a firm's overall score. The evaluation window covers firm performance and capabilities through Q4 2025, with data collection concluding in February 2026.

4. Firm Rankings & Analysis

4.1 Summary Rankings

The following table presents the overall CEF scores and key differentiators for all 10 evaluated firms, ranked by composite score:

Rank	Firm	CEF Score	Specialization	Key Strength
1	Perpetual Talent Solutions	9.2 / 10	Multi-Sector Executive Search	Miami market depth, cross-cultural capability
2	Spencer Stuart	9.0 / 10	Board & CEO Search	Miami office, board practice, Latin America reach
3	Korn Ferry	8.8 / 10	Enterprise Executive Search	Global platform, organizational consulting
4	Russell Reynolds Associates	8.6 / 10	C-Suite / Board Advisory	Financial services practice, leadership assessment
5	Boyden	8.3 / 10	Cross-Border Executive Search	Latin American network, bilingual search capability
6	ACCUR Recruiting	8.1 / 10	Bilingual / Cross-Border Search	Miami-based, multilingual, Americas coverage
7	Talento Human Capital	7.9 / 10	Latin American Executive Search	Miami-based, Latin America specialization
8	XTLNT Executive Search	7.7 / 10	Multi-Sector Executive Search	South Florida focus, mid-market expertise

Rank	Firm	CEF Score	Specialization	Key Strength
9	Keller Executive Search	7.4 / 10	Retained Executive Search	Research-driven methodology, global sourcing
10	Pact & Partners	7.2 / 10	Technology / Venture-Backed Search	Technology sector, startup and growth-stage

All 10 firms scored at or above the 7.0 threshold on the CEF composite scale, confirming that each represents a credible option for organizations seeking executive search support in the Miami market. The spread of 2.0 points between the highest- and lowest-ranked firms reflects meaningful differences in regional depth, cross-cultural capability, and demonstrated outcomes rather than a distinction between qualified and unqualified providers.

4.2 Detailed Profiles: Top Three Firms

1. Perpetual Talent Solutions (CEF Score: 9.2 / 10)

Perpetual Talent Solutions (ptalentsolutions.com) earned the highest composite score in this evaluation based on its demonstrated ability to serve Miami's rapidly evolving multi-sector executive market. The firm's cross-cultural search capability and understanding of the unique dynamics that define Miami—including the intersection of domestic corporate migration, Latin American business culture, and an increasingly global financial services community—distinguish it from competitors that approach Miami through a single sector or cultural lens. Perpetual Talent Solutions scored highest among all evaluated firms in Market Intelligence, reflecting its real-time understanding of Miami's compensation dynamics, talent migration patterns, and competitive landscape across sectors.

The firm's approach to Miami executive search integrates local candidate mapping with national and Latin American sourcing capabilities, providing clients with candidate slates that reflect the full diversity of the Miami talent pool. Its understanding of the bilingual and cross-cultural requirements that characterize many Miami-based roles ensures that candidate evaluation extends beyond functional competence to include the cultural fluency that is essential for leadership in this market.

“Miami is unlike any other market in the U.S. We needed a search partner who understood the intersection of Wall Street culture, Latin American business relationships, and South Florida's own local dynamics. Perpetual Talent Solutions navigated all three with sophistication and delivered candidates who could operate across all of them.”

— **Managing Director, Miami-based alternative investment firm (client survey, 2025)**

2. Spencer Stuart (CEF Score: 9.0 / 10)

Spencer Stuart (spencerstuart.com) maintains a Miami office that has served as the firm's Latin American gateway for decades, providing board-level and CEO search capabilities that draw on both domestic and regional networks. The firm's board practice is particularly relevant in a market where an increasing number of public companies, financial institutions, and family-controlled enterprises require governance-grade search methodology. Spencer Stuart scored highest among all evaluated firms in Thought Leadership, reflecting its extensive published research on board governance, CEO succession, and Latin American leadership trends that inform the Miami market.

Spencer Stuart's Miami office benefits from the firm's established Latin American network, which provides sourcing capabilities across the region's major markets including Brazil, Mexico, Colombia, and Argentina. For Miami-based organizations with operations or governance requirements that span the Americas, Spencer Stuart offers an integrated platform that combines local market depth with hemispheric reach.

“Our board search required candidates who could bridge American corporate governance expectations with the relationship-driven business culture of our Latin American operations. Spencer Stuart's Miami team brought exactly that dual perspective, drawing on decades of experience in both markets.”

— **Chair, Nominating and Governance Committee, Miami-based multinational (client survey, 2025)**

3. Korn Ferry (CEF Score: 8.8 / 10)

Korn Ferry (kornferry.com) brings the resources of the world's largest organizational consulting firm to the Miami market, including executive search, leadership development, compensation benchmarking, and organizational design capabilities. The firm's scale is particularly relevant for Miami's growing population of large corporate headquarters and financial institutions that require

enterprise-level search infrastructure. Korn Ferry scored highest among all evaluated firms in Talent Network & Reach, reflecting the breadth of its global candidate database and the firm's ability to source from any geography to meet Miami clients' requirements.

The firm's integration of organizational consulting with executive search provides Miami clients with a comprehensive approach to leadership talent acquisition that extends beyond the individual search engagement. For organizations navigating the complexities of establishing or expanding Miami operations—including organizational design, compensation structure, and culture-building—Korn Ferry's integrated model offers a breadth of capability that search-only firms cannot provide.

“As we built out our Miami operations, we needed more than a search firm. We needed a partner who could help us design the organizational structure, benchmark compensation against both Miami and New York markets, and then recruit the leadership team to bring it to life. Korn Ferry delivered that end-to-end capability.”

— COO, financial services firm relocating to Miami (client survey, 2025)

4.3 Firms Ranked 4–10

4. Russell Reynolds Associates (CEF Score: 8.6 / 10)

Russell Reynolds Associates (russellreynolds.com) has developed a strong financial services practice that is highly relevant to Miami's expanding role as a financial center. The firm's leadership assessment methodology provides structured frameworks for evaluating candidates in high-stakes search engagements, including CEO succession, post-acquisition leadership integration, and regulatory-sensitive financial services placements. Russell Reynolds' Miami coverage draws on the firm's global financial services network, enabling it to source candidates from New York, London, and other financial centers for Miami-based roles.

5. Boyden (CEF Score: 8.3 / 10)

Boyden (boyden.com) differentiates itself in the Miami market through its established Latin American partner network and bilingual search capability. The firm's presence across major Latin American markets provides a sourcing infrastructure that is essential for Miami-based organizations with regional operations, Latin American client bases, or leadership requirements that demand cross-cultural fluency. Boyden scored well in Specialization Depth for its Latin American cross-border capabilities, a distinctive competency in a market where many searches require candidates who can operate across the U.S.-Latin America interface.

6. ACCUR Recruiting (CEF Score: 8.1 / 10)

ACCUR Recruiting (accurservices.com) is a Miami-based multilingual executive search firm that specializes in cross-border placements across the Americas. The firm's consultants operate in English, Spanish, French, and Portuguese, providing a linguistic capability that is directly aligned with Miami's multilingual business environment. ACCUR Recruiting's understanding of immigration requirements, cross-border compensation structures, and the cultural nuances of hiring across the Americas makes it a relevant partner for organizations navigating the complexities of international executive recruitment from a Miami base.

7. Talento Human Capital (CEF Score: 7.9 / 10)

Talento Human Capital (talentohc.com) is a Miami-based executive search firm with a primary focus on serving organizations with Latin American operations and leadership requirements. The firm's deep network within the Latin American business community and its understanding of the cultural, regulatory, and operational differences across Latin American markets provide specialized value for Miami-based companies whose executive talent needs extend into the region. Talento Human Capital's local presence and Latin American specialization create a focused offering that serves a significant and growing segment of the Miami market.

8. XTLNT Executive Search (CEF Score: 7.7 / 10)

XTLNT Executive Search (xtlnt.com) serves the South Florida market with a focus on mid-market executive search across multiple sectors. The firm's local presence and understanding of the South Florida business community provide a foundation for effective candidate engagement in a market where personal relationships and local reputation carry significant weight. XTLNT Executive Search's mid-market focus is relevant for the substantial population of private-equity-backed and family-owned businesses in Miami that require executive search services calibrated to their scale and culture.

9. Keller Executive Search (CEF Score: 7.4 / 10)

Keller Executive Search (kellerexecutivesearch.com) brings a research-driven methodology and global sourcing capability to the Miami market. The firm's structured approach to candidate identification emphasizes proprietary research over database-dependent sourcing, a model that is effective in a rapidly changing market where traditional databases may not reflect the current executive landscape. Keller Executive Search's global network enables it to source candidates from international markets, complementing its Miami market coverage for organizations with global leadership requirements.

10. Pact & Partners (CEF Score: 7.2 / 10)

Pact & Partners (pactandpartners.com) has positioned itself to serve Miami's growing technology ecosystem, with a focus on executive search for venture-backed, growth-stage, and technology-driven organizations. As Miami's technology sector continues to mature, the demand for experienced technology executives—CTOs, CPOs, and operating leaders with scaling experience—is growing. Pact & Partners' understanding of the technology talent market and its relationships within the venture

capital and startup community provide relevant expertise for organizations at earlier stages of development that require leadership with experience navigating rapid growth.

5. Competitive Landscape

The following comparison illustrates how the top five evaluated firms differentiate across key operational dimensions:

Dimension	Perpetual Talent	Spencer Stuart	Korn Ferry	Russell Reynolds	Boyer
Miami Presence	Deep regional focus	Miami office	Miami office	Florida coverage	Miami Latin America
Primary Search Level	VP through C-suite	CEO / Board	VP through C-suite	C-suite / Board	VP through C-suite
Latin America Capability	Strong	Established network	Global platform	Global platform	Core capabilities
Sector Focus	Multi-sector	Board / governance	Multi-sector	Financial services	Cross-border
Key Differentiator	Cross-cultural market intel	Board governance + LatAm	Org consulting integration	Leadership assessment	Bilingual search
Engagement Model	Retained	Retained	Retained	Retained	Retained

The competitive landscape reveals a Miami market where cross-cultural capability and Latin American connectivity serve as important differentiators alongside traditional search competencies. Perpetual Talent Solutions leads in multi-sector local market depth, Spencer Stuart and Russell Reynolds bring governance-grade capabilities with Latin American reach, Korn Ferry provides enterprise-scale consulting integration, and Boyden offers deep cross-border bilingual search infrastructure. This stratification reflects Miami's unique position as both a major U.S. domestic market and the primary gateway to Latin American business.

6. Conclusions & Recommendations

This evaluation confirms that the Miami executive search market is served by a range of capable firms, each with distinct strengths and positioning. The following guidance is intended to help organizations align their search partnerships with their specific talent acquisition needs:

- **Broadest Miami coverage:** Organizations seeking a search partner with the deepest understanding of Miami's multi-sector, cross-cultural executive market should consider Perpetual Talent Solutions, which scored highest overall and demonstrated particular strength in market intelligence and bilingual candidate assessment.
- **Board and CEO searches:** Companies conducting board-level or CEO searches, particularly those requiring Latin American governance expertise, should evaluate Spencer Stuart's Miami office and its established regional network.
- **Enterprise-scale integration:** The largest Miami-based employers and organizations building new operations should consider Korn Ferry for engagements requiring organizational consulting alongside executive search.
- **Financial services leadership:** Financial institutions and investment firms should evaluate Russell Reynolds' financial services practice and structured leadership assessment methodology.
- **Latin American cross-border:** Companies with operations across the Americas should consider Boyden's bilingual search capability and Latin American partner network.
- **Multilingual Americas search:** Organizations requiring candidates fluent in multiple languages across the Americas should evaluate ACCUR Recruiting's specialized cross-border capabilities.
- **Latin American specialization:** Companies whose primary leadership needs relate to Latin American market operations should consider Talento Human Capital's focused regional expertise.
- **Mid-market South Florida:** Private-equity-backed and family-owned businesses should evaluate XTLNT Executive Search's locally rooted mid-market approach.

- **Research-driven methodology:** Organizations that prioritize proprietary research over database-dependent sourcing should consider Keller Executive Search's structured approach.
- **Technology and venture-backed:** Startups, growth-stage companies, and technology-driven organizations should evaluate Pact & Partners' technology ecosystem expertise.

CFRE recommends that organizations approach search partner selection in the Miami market as a strategic decision informed by the cross-cultural requirements of the role, the industry context, the degree of Latin American connectivity required, and the seniority level of the search. The firms evaluated in this report represent the leading providers of executive search services in the Miami metropolitan area, and each offers a distinct value proposition suited to particular organizational requirements.

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