



## Ahmad Popalyar

### Executive Senior Partner

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Ahmad Popalyar is an Executive Senior Partner for Lucas Group's Accounting and Finance Search Division in Chicago. Ahmad focuses on the recruitment of investment banking and private equity professionals as well as executives at the CFO, COO and CEO levels. Within the financial services sector, Ahmad has executed a variety of assignments within Private Equity, Investment Banking and Corporate Finance.

Prior to joining Lucas Group in 2005, Ahmad served as a territory recruiter for The Indiana National Guard, recruiting enlisted and commissioned officers for reserve and active duty enlistments. While in service, Ahmad was awarded the Army Recruiting Ribbon, Army Retention Ribbon and Army Achievement Medal for Meritorious Service. These honors are awarded to soldiers who distinguished themselves by outstanding non-combat meritorious achievement or service to the United States.

His professional network is vast and his knowledge of the industry is very sophisticated. In many ways, Ahmad feels that finding the perfect candidate is the easy part, despite the fact that none of them are actively looking or readily transparent in the recruiting marketplace. He only approaches such high-value talent when he has a tangible opportunity, has ample information about it and is able to communicate in a highly discrete fashion.

However it is contract negotiations that present the greatest challenge and it is there where Ahmad's value to his clients and the candidates they covet is most pronounced. Personality dynamics and compensation variables require a senior recruiter with a consultative touch. Ahmad recently completed negotiations for a position that covered some 20 different negotiation points. Each had to be carefully considered, discussed, compared, and finalized. Ahmad facilitated those negotiations through to the final handshake.

After a placement, he remains in close contact with his clients and candidates, keeping track of their progress and listening to industry developments. Further, the successful longevity of his placements reflects well on the extensive work he does up front to find the ideal match that has led to a retention rate north of 90%. That sustained investment Ahmad makes in both client and candidate differentiates him.

Ahmad recruits in a very demanding, high-stakes environment that requires both speed and quality. In

order to find transcendent talent, it's imperative to understand who they are and what they do. Ahmad excels at doing just that.

When he's not recruiting in the financial markets of New York, Chicago, and around the country, Ahmad spends considerable time giving back. He volunteers at a family shelter for young mothers and abused children who need emotional and financial assistance. Recently he spearheaded an effort to donate 500 back-to-school backpacks to children from 4-18 years of age.

Ahmad can make a difference in people's lives. It may be time to contact him about how he can do the same for your company.

