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Data and technology are important tools in executive recruiting. But people are the solutions and having diverse and extensive connections to people at the highest levels of the industry remains the best way to find transcendent talent or achieve career aspirations. Kevin Belbin uses technology. But he knows people.

He also knows the human resources (HR) industry. A former consultant with a Big Four firm, Kevin has worked in and around HR for almost 25 years and his knowledge of people and places is unmatched. His ability to leverage resources and relationships makes him a valuable recruiting partner to anyone in the HR industry.

Kevin utilizes extensive research skills and an extensive professional network to learn as much as possible about companies and candidates. How do they operate? What have they accomplished? What's their culture and what cultures work best for them? He's not looking for resumes. He's looking for people...people who are the solutions to a company's objectives. The cold calls that many recruiters make may occasionally find that needle in a haystack. But the hot calls Kevin makes to senior industry leaders and the deep research he conducts around that information yields the most qualified people. And rarely does Kevin send more than two or three candidates to a client searching for quality HR leadership.

To find that talent across a host of industries, Kevin asks insightful questions to better understand what clients and candidates are truly seeking. Doing so allows him to create a highly collaborative recruiting environment and dramatically increases the chances that a current placement will yield long-term results. To Kevin, the ability to forge those long-term relationships is far more important than generating a recruiting transaction.

Another imperative to creating long-term matches is understanding industry dynamics. Kevin sees HR professionals becoming far more strategic and business-focused. Companies want best-in-class organizational development; generalists who can manage all aspects of an HR operations; and HR leadership that appreciates how training, layoffs, turnover, and hiring impact business success. Throughout, talent drives success.

When he's not recruiting, Kevin loves spending times with his kids, coaching their baseball, soccer, and

football games. He also enjoys playing a little golf with friends while discussing the ups and downs of his beloved Red Sox.

If you need HR talent or are considering a new stage in your career, Kevin can help you find the people who can address your needs. His industry knowledge, peer network, and extensive HR experience make him a consistently successful HR recruiter. Get in touch with him today; and you'll find people who can meet your needs of tomorrow.

