



Executive Search Corporation

RANDY DUKE

President

CBM

“Why CBM? We’ve distinguished ourselves by keeping our approach simple, straightforward and honest. We listen to what our clients want and then just dig hard until we find the right fit”.

Randy moved to Williamsburg Virginia and founded CBM in 1993, after developing his recruiting foundation with two Northern California boutique search firms. His mission has been, and remains to provide a sharp focus on only a few select clients within several industry segments providing them with top-flight talent that can directly impact their company’s bottom line and future success.

With an “outside the box” approach, Randy cuts through the clutter and quickly identifies the key characteristics and skills required for accurate searching and screening of candidates. Randy builds credibility and trust and is seen as a partner who is relied upon heavily for his ability to develop relationships at both, the client and candidate levels. His continual focus and excellent execution to achieve the desired results and outcomes for his clients, are the ways in which he differentiates himself from the competition. Simply stated, he cares about what happens after the placement is made and works hard to ensure that both his clients’ and candidates’ needs are met.

Randy graduated from The College of William and Mary with a BA in Economics, and was a four year starting goalie on the men’s lacrosse team. He is the proud father of four fantastic children and stays busy at their local high school, Walsingham Academy, by serving on the school’s Marketing Development Committee and as the boys’ varsity lacrosse head coach. Additionally, he is a volunteer assistant coach for the William and Mary women’s lacrosse team.

Come see how Randy can make a difference for you!