

Alan R. Brooks

Founder and Principal Search Consultant
CROSSTEK, INC.



“The best job candidates are not always reading employment ads and internet job posts. The largest portion of the talent pool is made up of people who are not actively looking. To reach the star performers in this group, you need an exceptional recruiter who can make precision calls to the right individuals.”

Alan’s biography

Alan R. Brooks founded Crosstek in 1995 and has many years of leadership experience in the executive search industry. As president and senior search consultant, he personally manages the placement process on each search assignment.

In 1986 Brooks started his recruiting career with an international management-recruiting firm. Brooks also joined, what was then, the NAPC (National Association of Personnel Consultants). He gained extensive experience in executive search and has been quoted in the Society for Human Resource Management magazine.

Around the end of 1994, the president of an international software firm offered Brooks an opportunity to become the search consultant of choice to fill all of their technical positions. In response, Brooks founded Crosstek and guided it into a national search firm that would utilize innovative recruiting and screening techniques to fill a large range of positions. Since then, Brooks has helped many businesses throughout the United States locate, attract and recruit top professionals for their organizations. His clients include an impressive cross section of some of the most successful companies in the US involved in pharmaceuticals, healthcare, packaging, automotive, law, logistics, insurance, marketing, manufacturing, real estate, banking, finance, computer software, and computer hardware.

A key to Crosstek's success has been Brooks' commitment to establishing a dynamic, aggressive search process. His visionary approach to executive search is illustrated by his insistence on precision target recruiting to uncover people of excellence that the client cannot access through employment ads and internet job posts.

Prior to founding Crosstek, Brooks worked in the field of computer technology as a technical sales manager for TTI (Transitional Technology, Inc.). TTI manufactured automated tape backup solutions and was an OEM supplier to DEC (Digital Equipment Corporation). As the person charged with launching sales for TTI's new product line, he successfully launched their new enterprise backup product suite for the United States on the Unix and network PC platforms. During Brooks' tenure at TTI, he honed his technical background configuring and selling complex enterprise wide backup solutions into some of America's largest and most respected corporations. Brooks' "solution-based consulting" approach quickly won the confidence of his customers leading to TTI's unattended, cross-platform, backup solutions being deployed in corporations across the US. Shortly after Brooks joined TTI, they made Inc. Magazine's 500 list of fastest growing private companies in America. His top revenue production and achievements earned him many awards at TTI. Early in his career, Brooks also held sales positions in the medical industry for a drug company, medical supply firm and a medical diagnostics organization.

Brooks' past industry experience and keen sense for quickly building rapport with professionals at all levels gives his clients a leg up on the competition. His unique blend of industry expertise and many years of search and placement experience enables him to connect with star performers where other recruiters fail. Brooks' effectiveness often extends far beyond the traditional boundaries of what most recruiters are capable of accomplishing - so much so that clients call his services "thorough, concise and innovative."