



David Thomas

Vice President

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Serving clients throughout North America

“Finding Exceptional Talent.

Building Outstanding Organizations.”

Executive Search, Executive Assessment, and Career Transition

Based in Toronto, David Thomas is a trusted advisor to CEOs and Executive Hiring Managers to recruit top talent in Canada and the USA. In a search career built over the last 20 years, David has a proven track record of helping clients in the Retail, Consumer, and Industrial sectors. David conducts executive assignments and functional roles in Operations, Sales, Marketing, Logistics and Supply Chain, Information Technology, and Engineering.

David’s unique approach to executive recruitment focuses on identifying leaders who meet the required profile and bring a transformative edge to the table. His deep understanding of various industries’ distinct challenges and opportunities positions him as a valuable partner for any enterprise looking to enhance its human capital.

Before joining Mandrake, David spent five years running his boutique recruiting firm in Toronto, where he was Managing Partner and leader of the Retail and Manufacturing practices. In addition to his BA from the University of Western Ontario, David is also a Certified Performance Consultant and skilled assessor utilizing psychometric tools from Assess Systems, McQuaig, and Sales Talent Assessment.

EXECUTIVE SEARCH EXPERIENCE

- Group Chief Executive Officer for a Canadian Family Office Firm
- Chief Executive Officer for Canadian Automotive Parts Manufacturer
- Chief Executive Officer for a North American Industrial Services Company
- Chief Operating Officer for a Canadian Consumer Products Manufacturer
- Chief Financial Officer for a Canadian Building Materials Manufacturer
- President, Canada for a Global Logistics Supply Chain Company
- President for a Canadian Tool & Die Company
- Managing Director Canada, for a Global Transportation Company
- Managing Director for a Global Shipping Company
- General Manager, Canada for a Global Utilities Company
- Vice President, Enterprise Analytics with a Fortune 100 Healthcare Company
- Vice President, Integrated Supply Chain for a Canadian Food Manufacturer
- Vice President, Operations and Supply Chain with a N.A. Chemicals Company
- Vice President Sales with a North American Building Products Manufacturer
- Vice President Operations, with a Canadian Craft Brewer
- Vice President Marketing & Product Development with an N.A. Furniture Manufacturer
- Vice President Information Technology with a Canadian Telecommunications Company
- Vice President Product Innovations with a N.A. Building Materials Manufacturer
- Vice President Supply Chain with a Global Building Materials Company

While the above list represents just a sample of the engagements David has completed at the executive level, his Mandrake colleagues have hired thousands of managers and directors.

Search Practices

Industry Practices

- Digital Marketing & Advertising
- Creative Services
- Consumer Products & Services
- Travel & Hospitality
- Retail & ECOM
- Financial Services
- Broadcasting & Publishing
- Healthcare & Life Sciences
- Government & Education
- Business & Professional Services
- Clean Technology
- Natural Resources
- Technology & Communications
- Real Estate & Construction
- Industrial Manufacturing
- Logistics & Transportation
- Family Office & Private Equity
- Non-profit

Functional Practices

- Board of Directors
- Chief Executive Officer
- Chief Operating Officer
- Chief Financial Officer
- Chief Compliance Officer
- Chief Marketing Officer
- Chief Revenue Officer
- Chief Human Resources Officer
- Chief Information Officer
- Chief Data Officer
- Chief Technology Officer
- Chief Logistics Officer

Global Affiliates

Mandrake is a partner in International Executive Search with offices in 25 countries globally.

