

JAY MILLEN

Managing Partner, Caldwell's CEO & Board Practice

Jay Millen is Managing Partner of Caldwell's CEO & Board Practice and leads the firm's Charleston office. He advises public and private companies on senior executive recruitment, board and CEO succession, and leadership development across agribusiness, natural resources, real assets, manufacturing, fintech, and defense technologies.

Before joining Caldwell, Jay served as Vice Chairman and Head of the Board and CEO Practice at DHR and previously as a Senior Client Partner at Korn Ferry, where he was Global Sector Leader for Basic Materials and Managing Director of Strategic Client Partnerships in the Americas. Earlier, he led Accenture's global natural resources practice from London, focusing on M&A and strategic transformation for multinational industrial and infrastructure companies.

Jay's operating background includes senior engineering and operations leadership roles with Tenneco, International Paper, and a private equity venture. He began his career as a U.S. Army infantry and special operations officer after graduating from West Point and holds an MBA from Xavier University. He is active in community, faith-based, and veteran support organizations in Charleston, South Carolina.



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