

Recruiting Process

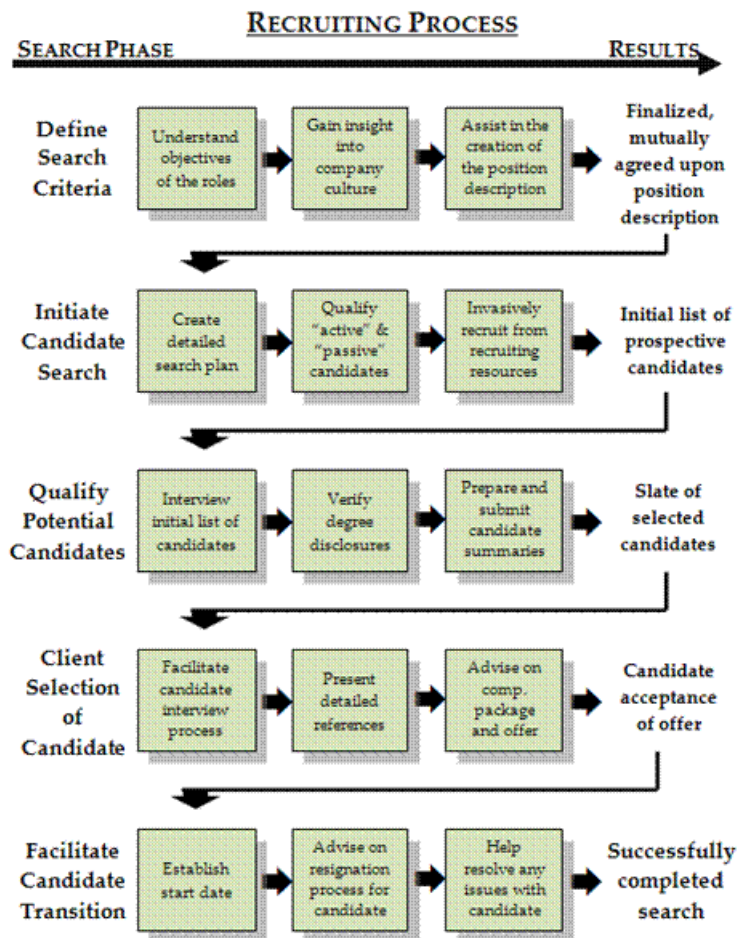
Connecting Top Talent with Top Employers



5 Step Process to Finding Top Talent

- Step 1: Define Search Criteria
- Step 2: Initiate Candidate Search
- Step 3: Qualify Potential Candidates
- Step 4: Client Selection of Top Talent
- Step 5: Candidate Acceptance/Transition

Our Recruiting process is very detailed and thorough. Ideally we prefer to discuss the Career Goals and Career Plans with each candidate without having a job description or company on the table of conversation. We want to make sure the companies we are recruiting for and the opportunities they provide are in-line with our candidates career goals and plans.



Step 1: Define Search Criteria

This is the most important step of our entire process. In order to accurately find the right candidate we need to have a detailed understanding of the job description and job duties along with company and departmental culture.

Step 2: Initiate Candidate Search

To find Top Talent we can not just rely on using internet sources; but utilizing our network to find qualified professionals who are passively seeking new opportunities. We use this step to screen our candidates to see if their career goals & plans are in line with the opportunity.

Step 3: Qualify Potential Candidates

Once we have spoken to all potential candidates, we conduct interviews to determine which candidates qualify to interview with our client.

Step 4: Client Selection of Candidate

Client interview process is determined by each client.

Step 5: Facilitate Candidate Transition

We can help with any unanswered questions about the offer and also with the transition process.