



How We Work for Employers

HOW WE WORK

We don't use ads because the best qualified candidates for your position may never read ads (most happily-employed people do not). Neither do we leaf through a file cabinet of resumes; the best candidate for a job is hardly ever found in a file cabinet. Nor do we post a job description on a website and wait for the resumes to come to us; the best candidate for a job is not going to be on the market long enough for us to wait on a response. Rather we target the agreed upon qualifications, training, experience and specific client needs and then we "live" on the telephone making calls to everyone potentially qualified within our parameters. Subsequent to targeting all qualified individuals, we determine not only their "fit" for the position, but also their interest level.

AND THEN...

After identifying the best choices, we obtain reference checks in order to be confident of the quality of the candidates. Once certain about that, we submit the resumes to you for consideration. When you receive resumes, much of the footwork is already done so that you don't have to wonder whether there are any lies on the resume (and that happens frequently any more), if there are any performance or personal problems in the background that you may not find out about until later, whether the individual really understands the environment and would be able to fit in happily, or if the candidate might withdraw his interest in the final analysis because you cannot meet his/her salary expectations. Of course, there are many other things we find out in the screening process to eliminate surprises as well. We know by experience that, unless we get all obstructive areas pinned down in the beginning, weeks or months can be spent on the process for naught. The candidate backs out and we're left to start all over again. Some hiring authorities tell us that when that happens to them, they feel they can call their Number 2 or Number 3 choices to put the search back on track, but then find that Number 2 and 3 are either offended about not being Number 1 and are no longer interested or another opportunity has come along for them in the meantime. At any rate, in most cases, it means beginning at the recruiting stage all over again.

THE SENSITIVE OFFER

Once you decide on who you want to talk to out of the resumes we submit to you, we set up telephone interviews for you and subsequently, personal interviews as you desire (flight arrangements, automobile rental, motel, itinerary, etc.). Once you select your final candidate, we also take responsibility for negotiating the offer and compensation package within the parameters you set. That stage of the process is a particularly sensitive one. A hiring authority can extend an offer higher than what is needed to commit the candidate and lose money he doesn't need to or make an offer that is too low, unintentionally offending the candidate and losing any additional negotiating



ground, even if the offer is subsequently increased. By being a “third party” to the process, we can bring an unrealistic candidate into the real world and give you insight into the candidate’s concerns so that when the offer is made, it will be accepted.

THE TRANSITION

Lastly, we prepare the candidate for a counter-offer so that, should his existing employer offer him more money to stay, he will understand the long-term impact of “being bought” and defer. We also assist the candidate in the transition process, relocation, schools, living arrangements, etc.

EMPLOYER IS THE CLIENT

By now, you can see that we are not an employment agency in our function. Employment agencies often submit numerous qualified and unqualified resumes for positions in hopes that, by sheer volume, some of them will make the cut. Their loyalties are not to candidates or clients, but to whoever has the greatest potential of making them money. We are a professional search firm, and our interests lie only in long-term relationships with our clients – the companies that hire us. In that regard, we do all we can to minimize the time and energy of the hiring authorities in the recruitment process by taking on the responsibilities ourselves. Most hiring authorities are quite surprised at how much time and effort is involved in filling a position and are pleased to hand it over to someone who does it every day and knows what pitfalls to avoid.

NO HIRE MEANS NO FEE

Our fee for a search is a percentage of the candidate’s first year’s base compensation (minimum fee of \$10,000), and our replacement guarantee is the best in the business. As part of our guarantee, we stay in touch on a regular basis with our clients to make sure that the candidates we’ve placed with them are performing up to their expectations. Of course, there is no fee exposure to any employer utilizing our services unless they actually end up hiring one of our candidates – after all, until we’ve actually put someone on board, we haven’t done our job.