



How We Work with Candidates

HOW WE WORK

We specialize in four distinct industries and each industry has its own expert recruiters who know their industry well and work only within their designated disciplines. Because of that, candidates working with our industry-specific recruiters automatically gain access to job movement and opportunities over a broad swath of their industry. They are in effect connecting with every potential position in every client company that recruiter represents. They also have access to unpublished positions with those clients because the recruiter is familiar with the backgrounds and interests of their candidates and may uncover an unanticipated or confidential opening that never makes it to an ad or posting. When a recruiter receives a resume, there will likely be an additional call or email to find out more about things of specific interest and those things get added to the data base. Things like geographical preferences, desired salary range, types of positions worth consideration, etc. help them to know what a good match looks like for you and what opportunities should prompt a call.

AND THEN...

When there is a potential match, the recruiter contacts you to ascertain your interest. Our recruiters know their clients well so they are able to cover a great deal of detail with you, not only regarding the position but also the compatibility of the area for your family, the company vision for the future, market share, position benefits, career path, etc. If the opportunity interests you, they pursue it for you, re-writing your resume if needed to address specific areas of interest to the company. If it doesn't interest you, the recruiter just calls you on the next potential match. Not to pursue something you are called about doesn't change your status in the data base. Our reputation with clients and candidates alike is based on a good "match" in both directions so we have no interest in pushing you into pursuing something that doesn't interest you.

THE PROCESS

Once you decide to pursue an opportunity, your background information is presented to the client and the recruiter coaches you through the interview process and provides you feedback from the client on each interview. Setting up the personal interview and being part of the offer negotiation also falls within the recruiter's responsibility. In fact, our recruiters assume the role of the sounding board for you on every significant issue. There are often concerns that arise which you want resolved but they are sometimes too sensitive to ask the client directly. Your recruiter serves as the intermediary for you on everything in the process and even beyond. If you are hired for the position, keeping in touch on a regular basis after you are on board to be sure you are content with your new position is also part of that role. We like a happy candidate in every situation.



OUR PROMISE

The Executive Group offers you privacy in your career growth plans. Most individuals need to keep the fact that they are receptive to a job change quiet. A disgruntled employee may not have a job for long. We discuss your particular identity and desires with client companies only after you have expressed an interest in a specific position with that company. And we never disclose your desire to make a change with any of your professional associates. In addition, since we are hired by the companies we serve, they take care of all the fees and costs associated with the hiring process including travel expenses, relocation costs and of course, our fee. If there are any exceptions to that, we let you know at the onset. Otherwise, you can depend on the fact that there is never a fee incurred by a candidate affiliated with us as part of an interview process.

A LAST WORD

Because the companies we serve are our clients and not the candidates themselves, we do not attempt to find suitable positions for candidates (they do not pay us); rather, we find a suitable candidate to fill a position for a client (since they are the ones who do pay us). Therefore, if you are unemployed, we should not be your only professional contact for finding a position since not every company chooses to hire us and pay our fee. It would behoove you to cover all your bases through additional contacts and sources. Certainly a serious job search on the part of a candidate can and should entail more than just sharing your resume with a recruiter but definitely making a good industry-based recruiter aware of your interest in a change is well worth the effort. And the more the recruiter knows about what you want, the more useful that recruiter will be in your search efforts.