

SGA Talent

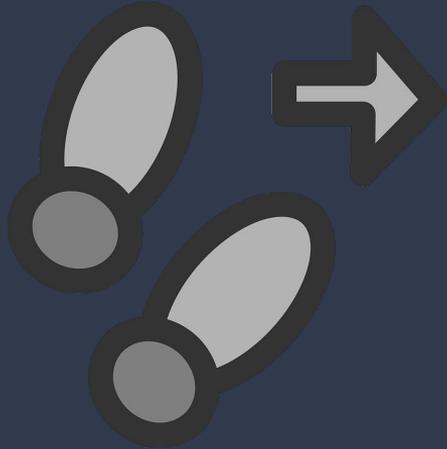


Providing Talent & Intelligence to Help Companies Build Better Organizations

Retail Experience



Retail recruiting has its challenges, therefore efforts need to be on-going.



Staying ahead of the talent crunch in the retail industry can be difficult. People move quickly, turnover is high and decisions need to be made fast. The truth is that recruiting efforts need to be on-going. It is also important to have access to entire talent pools with robust data that can help with connecting, networking, recruiting and intelligence. From the C-Suite to retail associates understanding who is where and doing what, can provide competitive advantages leading to a variety of successes.



History of Our Retail Services & Experiences

Since 1997 SGA Talent has been tracking and navigating the many changes in the retail industry alongside our clients. Much of our knowledge in this industry is the direct result of helping our clients continuously identify, connect and recruit professionals of all levels to conquer hiring spikes and high turnover. By carefully crafting extensive talent pools, creating organization charts as well as tracking the industry's movers, shakers and superstars, we have earned our place as a leader in retail industry. Whether we assist our retail clients with recruitment research, talent mapping, succession planning, upgrading talent teams or hiring spikes, our number one objective to help each client meet each goal.

SGA Talent Agile & Flexible

Ready to create a recruiting & intelligence solution to fit your needs.

- Mapping
- Recruiting
- Candidate Pipelining
- Profiling
- Diversity Recruiting
- Succession Planning

Not every recruiting assignment is the same, we realize that and have solved the problem. SGA Talent is agile, flexible and can easily adapt to the needs of each client by providing a wide range of recruitment research and recruiting services all of which can be customized. By offering a continuum of recruiting services along with tailored solutions we are ready to help our clients meet their recruiting challenges.

Recruitment Research

- Mapping
- Profiling
- Updating



Just recently while we were conducting a retail mapping project, we discovered over 50% of the online data had missing information, was inaccurate and very unreliable. This is not to say that social media and research tools can't provide some information, but it needs to be realized that much of the data available in this space is very limited and outdated compared to the data SGA Talent gathers. Having a very experienced retail team our talent pool deliverables is often twice the size and on target compared to a talent pool simply created by using social networks and recruitment research tools.

Our deliverables consist of information to include company name, contact name, title, telephone number(s), email(s) and public profiles when available.

We look forward to helping you go beyond online recruitment research resources and begin to connect with those who matter to you and your team(s).

Pricing is typically by the hour and customized packages are always available.

Flexible Recruiting Solutions

- On-Demand Recruiting
- Hourly Recruiting
- Recruitment Process Outsourcing
- Flat Fees

When you work with SGA Talent you hire a team of traditionally trained recruitment research & recruiting professionals to help achieve your recruiting goals. Whatever the solution, the process remains the same. It starts by carefully crafting a robust talent pool and employing our proven proactive recruiting methodology that drives results.

On-Demand Recruiting, Hourly Recruiting and Recruitment Process Outsourcing are solutions that all can be customized. Typically priced at an agreed upon hourly rate and time frame, these services on average yield a cost per hire ranging between 5-12 % of a successful hires first year base salary.

Flat fees are often arranged for senior level roles and are well below the competition.



CUSTOMER

Throughout the years we have had the pleasure of working with retail clients to include, but not limited to:

[Macy's](#), [Ross Stores](#), [Wal-Mart](#), [Home Depot](#), [Bed Bath & Beyond](#), [Toys R Us](#), [Staples](#), [CVS](#), [Burlington Coat Factory](#), [Belk](#), [Dell](#), [Price Chopper](#), [Supermarkets](#) and [Amazon](#)

- C-Suite
- General Merchandise Managers
- Supply Chain Professionals
- Buyers/Merchandisers
- Planners
- Designers
- Digital Marketing Professionals
- Regional & Operations Leaders
- Talent Acquisition - Recruiters
- Store Managers
- Retail Associates

Let SGA Talent Customize a Recruiting Solution to Help You Meet Your Recruiting Goals

Contact SGA Talent today:

(518) 843-4611

www.sgatalent.com



Not every recruiting assignment is the same, we realize that and have solved the problem. Since 1989 we have creating customized solutions to meet each clients' needs within a specific time frame and budget. We pride ourselves on delivering results, being efficient and being a value added partner our clients can depend upon. We look forward to helping you too.