



## Search Options

### CLIENT CENTRIC FOCUS

One size does not fit all. Unfortunately over time, companies have come to expect this kind of approach from outside recruiters. The good news is that we have worked hard to develop options for you. Options that allow us to align our approach with your goals, problems and needs to deliver the best possible solution with your time-frame.

#### Executive Retained Search

##### Our Time + Tasks + Resources

- Behavioral based job profile + matching assessments
- High touch process
- Priority over other searches
- Canvased market with 3-5 shortlisted candidates
- Less invested time for client companies
- Best use: Senior leadership roles

#### Priority Search

##### Our Time + Tasks + Resources

- Priority over other searches
- Canvased market with 3-5 shortlisted candidates
- Less invested time for client companies
- Performance guarantee
- Best use: Confidential searches, highly urgent roles, difficult to fill positions, clients with a desire to save time

#### Contingency Search

##### Our Time + Tasks + Resources

- Series approach to the market
- Mutually lower commitment
- Best use: Lower urgency roles, positions you may be working on yourself

#### Contract Staffing

##### Our Time + Tasks + Resources

- Rented resources
- Best use: Temporary fluctuations in work load

#### Hourly Sourcing

##### Our Time + Tasks + Resources

- Rented resources
- Work conducted and billed on an hourly basis
- Best use: Temporary fluctuations in work load



### CUSTOM SOLUTIONS

We continue to pioneer customized search and recruitment options that provide valuable results for our clients. Our capabilities, or service types, are aligned with our approach, which allows us to tailor the best solution for any given staffing need with each client.

#### We Offer:

- Functional Outsourcing / RPO
- Project Specific Recruitment
- Variant Pipeline (Active/Passive Sourcing)
- Detailed Activity Reporting
- Market Research
- Cold Calling/Direct Recruiting
- Referral Mining
- Job Boards postings
- Job Board searching
- Screening & Presentation of qualified candidates

