

(The) Process

With every new sourcing project, we start with a basic process as our foundation, and depending on the complexity of the position, a more in-depth, rigorous path may be pursued. First, we clearly define the hiring managers and their respective roles and responsibilities. We independently gather company information and prepare for an on-site, full discovery meeting with your team. Within this process we are uncovering skill sets, profiling top performers, and learning your corporate culture all in order to define you're A-level candidate. We formulate and customize the forming process for each position there is a need. Each has its own unique screening process and we help to craft it, including the questionnaires, background checks, salary comparisons and requirements, and much more.

As part of the process we also set and evaluate important milestones and targets to keep the entire team on task and the lines of communication open. In order to streamline your hiring manager's responsibilities, our [C.I.S.](#) (pop-up window defining C.I.S.) arrives clearly defined with comprehensive compensation comparisons, screening results, personality profile and other requisite information. Once they have been submitted and accepted, we work closely with our clients to create good interview questions, we coach interviewers when necessary, formulate relevant situational and behavioral questions, all in order to discern the candidates' ability to become a proper fit. In addition, we also facilitate remote candidate sourcing, evaluate current industry salary comparisons, help to craft the final offer letters all to help you secure the candidate you want. And it doesn't end there. After the placement has been completed, we place follow-up calls to both client and candidate to ensure that all parties have delivered on their promises.

The end benefit of this tried-and-true process; we become sharply focused on the ideal candidate for the position within your unique corporate culture. We believe it is a critical step in mitigating the risks involved in making a new hire for your company. It is what we hope to continually provide as a "fresh experience" to our customers.