Targeted Sourcing
Outbound outreach,
communities, referrals,
calibrated job posts.

Define the Need
Outcomes,
competencies,
compensation,
interview plan.

Screen & Assess
Phone screens,
structured interviews,
practical work samples;
score against your job
scorecard.

Offer & Close
References,
compensation
guidance, and
candidate close –
signed offer.

Shortlist & Debrief
You meet vetted
finalists; we facilitate
decision-ready
debriefs.

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