



Your Search Experience

A seamless approach to hiring talent, in partnership with you.

1

Discovery & Agreement

Understand your challenges.
Explore our capabilities.
Understand our unique pricing options.
Sign engagement letter.

2

Intake Meeting

Obtain a deep understanding of your business and market differentiators.
Understand benefits package, salary, structure and of your ideal candidate profile.

3

Market Positioning

Develop job description / ad slick that reflects your ideal candidate profile and will outperform the market average.

4

Candidate Sourcing

Identify potential candidates using ATS platform, active headhunting, job boards, direct calls.

5

Candidate Screening & Presents

We conduct a deep-dive interview for each potential candidate identified, including custom questions set by you.
Review candidates / recommendations with you.

6

Interviews

We handle all candidate coordination and communication through the interview process so you can focus on leading the interview and evaluating candidate fit.
Optional: Interview guide.

7

Offer, Pre-Employment Screening

Discuss offer terms / provide guidance.
Present oral offer to candidate.
Present written offer to candidate.
Optional: Facilitate pre-employment screenings (background check, credit check, MVR, social media, references).

8

Hire

Secure candidate for first day.
Provide guidance for candidate resignation from current role. Ongoing check-ins with candidates at 1st day, week 1, week 2, 30 days and monthly thereafter.