



Blueprint Talent Advisors is a recruitment agency that is focused on doing what is needed for your company. With nearly two decades of experience, we're able to tap into our nationwide network to deliver a customized recruitment plan and interview guide planning that helps to solve your hiring needs. BTA primarily focuses on full time/permanent hire positions.

Our experiences have included recruitment for departments such as:

- Administrative
- Accounting/Finance
- Advertising/Marketing
- Clinical
- Customer Services
- Energy
- Human Resources
- IT/Development
- Legal
- Market Access
- Operations
- Pharmaceuticals
- Public Relations
- Sales
- Scientific

BTA can personalize a recruiting model that fits your business needs. Depending on your current situation, we're able to set up contract options that include:

- **Contingent** – negotiated percentage of base salary that is paid within 30 days from the employee starting their position.
- **Exclusive** – 1 on 1 engagement with the company that does not allow other 3rd parties to be involved within the agreed upon timeline. Also pays out a percentage of base salary 30 days from the employee starting their position.
- **Retained** – an exclusive recruitment model in which 1/3 of the projected payment is paid up front, 1/3 is paid after an agreed upon amount of candidate interviews, 1/3 (or remaining balance) paid out within 30 days from employee starting.

BTA can consult with your HR function to help assist with the implementation of interview guides. Many state laws have changed/updated over the last few years and companies must adapt to what is now acceptable. BTA can also set up an interview structure that evaluates a variety of competencies and measurables that help organizations make the best selections for their company.

BTA also partners with a company that administers personality assessments that evaluate both pre-hiring and post-hiring measurables that have shown higher retention rates within organizations. It is a customizable tool that allows a company to assess key factors in the interview process and then can help implement career development goals by allowing the manager(s) to tap into the motivating factors within the employee.

