COBALT COMPASS

Client Profile

Company Name:

Contact/Title:

Responsibilities:

What are some of the biggest challenges you face in hiring talent?

Who are your current recruitment partners?

Of your current recruitment partners, who is your preferred and what sets them apart?

Validate Information for CRM Input:

VPs, Directors, Hiring Managers	Name	Title	Department	Contact Information
IT				
AF				
Engineering				
Healthcare				

2024	Department Size	Locations	Percentage of Contractors
IT			
AF			
Engineering			
Healthcare			

2024	Contractor Budget	Total SOW Contractors	Total Contractors	Our Contractors
IT				
AF				
Engineering				
Healthcare				

2024	Direct Hire Budget	Total Agency Direct Hires	Our Hires
IT			
AF			
Engineering			
Healthcare			

Who are the key people we need to meet/develop? Obtain or build out organization chart. What depts/ managers anticipate hiring?

What are the top 3 business initiatives within the organization?

1.

2.

3.

What are the most critical business issues that the organization is facing?

1.

2.

3.

What strategic changes will happen in the business in 2025?

What are your challenges with current projects?

1.

2.

3.

What are the top priority projects over the next 12 months?

1.

2.

3.

What are the needed skill sets?

1.

2.

3.

What are the obstacles for a successful outcome to the projects?

What are the anticipated hires over the next 3-12 months?

When do you use contract labor? What are the situations that lead to using it?

How do you communicate new hiring needs as they arise, and what is your process for hiring direct and contract?

What would you improve about the process?

Do you bring on contractors using Statement of Work (SOW), and what situations lead to using the SOW model?

What additional solutions or service offerings do you believe would benefit your team and your organization?

How can we add value to you and your organization beyond filling open jobs?

What is your preferred method of communication?

Any additional questions or comments?