



# GrowthWise

SEARCH PARTNERS

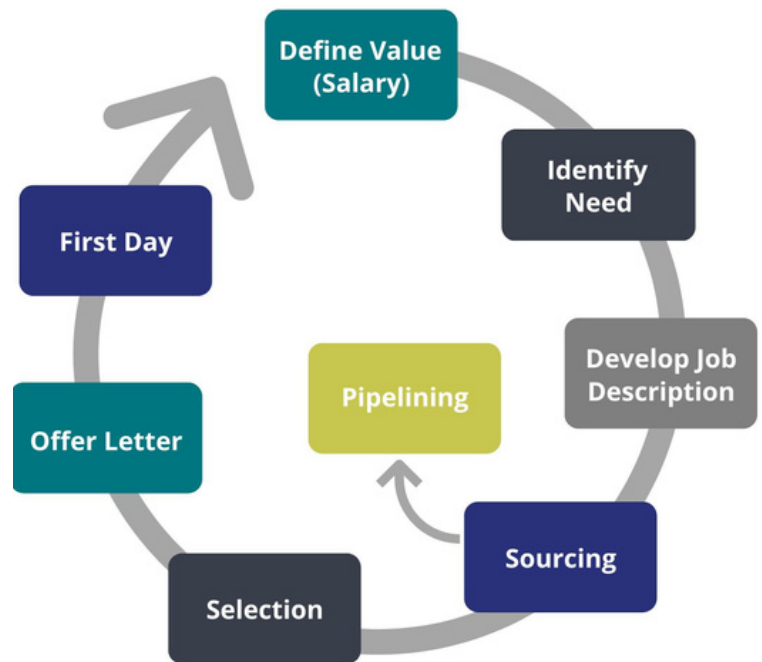


**Sometimes you need a little extra help finding the right fit (especially with specialty roles you do not regularly hire for).**

We partner together through every stage of the process, providing value (and complete transparency) at every stage of an effective hiring cycle.

- Pricing that puts you in control (no contingent fees).
- Consultant approach, not a "traditional headhunter".
- Deeper dive interview and candidate vetting process.

**For positions throughout the organizational chart** (accounting, administrative, sales, human resources, operations, executive management, executive level down to entry level, speciality roles).



**Targeted search with the tools, experience, expertise and understanding of your business to meet your long term needs, and a pricing model that supports long term partnership.**



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## ONGOING / HIGH VOLUME SEARCH

### Resources and cost effective solutions for high volume hiring.

Think of us like a “**Fractional Recruiter**”.

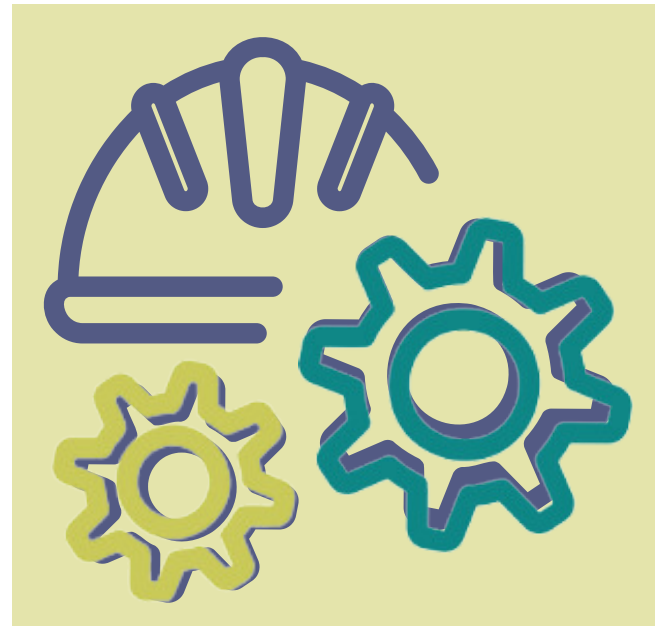
We are your hiring solution for high volume hiring needs.

- Flat fee pricing.
- Direct hire (no temp agency mark up fees, no conversion fees).
- Bringing you all of the hiring resources, tools and expertise to quickly identify and move talent through your hiring pipeline.

**Pipelining** means continuous sourcing and screening, **before you have a hiring need.**

- Continuous sourcing & screening on your behalf.
- Maintain a bench of potential talent.
- Always be interviewing.

High volume lower dollar roles require a unique hiring strategy.



Talent pipelining and a steady stream of candidate options **shortens your total time to hire and brings you candidate options.**



# GrowthWise

## SEARCH PARTNERS

*Recruitment that Raises the Bar.*



# CONSULTANT, NOT A HEADHUNTER

Custom search process, tailored at each stage of the hiring process, for your business.

Support throughout every hiring stage including offer letter preparation, background investigation, credit check, drug testing & other pre-screening.

Focus on deep dive interview, quality and long-term outcomes.

Customizable pricing and support packages, for direct search or ongoing support, to meet your unique business needs.

Delivering you strategic advice and hands-on execution under a plan we develop together.

Pricing that puts you in control of your budget. Allowing your consultant to advocate on your behalf (rather than for a candidate salary).

Licensed professionals including PHR and CPA.

Contingent pricing, charged as a % of first year candidate salary (incentivizing a high candidate salary).

Focused on expediency.

Maintains inventory of potential candidates and resumes to provide to any company that is interested.

GrowthWise  
Search Partners

Traditional  
Headhunter

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# GrowthWise

SEARCH PARTNERS

*Recruitment that Raises the Bar.*

## 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.



Two unique pricing model options to meet the needs of your business.

- No contingent fees
- Pricing that eliminates a fee based on the candidate salary
- Designed in the best interest of the company to support you long term (not in the interest of the candidate)
- Puts you in the driver's seat for the level of service you need

## **TRANSACTIONAL SEARCH**

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Transactional search pricing is **billed on standard hourly rates (time and materials) plus a success fee that is billed on the candidates first day.**

Invoicing typically looks like a three (3) invoice cycle:

Month 1 – T&M invoice

Month 2 – T&M invoice (if applicable, depending on timing and expediency of search)

Candidate first day – Success Fee invoice

## **ONGOING HIRING SUPPORT (RETAINER)**

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Think of us as an extension of your internal team, supporting you with all of your recruitment needs, from searching for specific roles to pipelining for future talent to assisting with offer letters, reference checks and hiring cycle improvements. Work is planned and performed under a monthly project plan with you to ensure hours go where you need them most.

Fee - **Flat fee**, billed up front at the beginning of the month (based on level of support.)