

EXECUTIVE SEARCH



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The specialized approach to executive search is based on a thorough process that represents the commitment to the clients to find the best candidates and to find those candidates as efficiently as possible. The strength of the practice is in the ability to identify the top performers and find unique individuals with whom the client is comfortable entrusting their future growth and direction. The typical search assignment involves developing of the positions specifications, identification and screening of prospective candidates, personal interviews, client interviews, reference checking, and final selection and follow through.

Search Process

Client Consultation. We partner with the client to determine needs, objectives, and constraints of the organization and how best we could add value. Time is taken to understand the company, culture, management, and expectations. We encourage client to take an active role in the search process so that the collaborative effort becomes an efficient and proactive effort.

Recruiting Strategy. Candidate target criteria are determined as well as the position description, research strategy, and execution. The client's approval kicks off the process.

Research. Original and accurate research is conducted. Research includes target companies, associations, organizations, industry experts, referrals, social media, etc.

Candidate Development. Candidates are prescreened for minimum requirements technically and are probe with behavioral techniques to determine qualifications and cultural fit. A face-to-face meeting is conducted. Backgrounds are verified. Profiles of the best candidates are written and presented to the client.

Interviews. Top candidates are interviewed by us. The outstanding candidates are presented to the client for interviews.

Candidate Hire. We partner with the client in assisting with the presentation of the compensation package as well as presenting and closing the offer. We participate in transitioning the candidate to the new firm.

Feedback & Follow-Up. We provided the client with feedback on the success of the search and follow up periodically to ensure things are going well.

Call 815-277-9010

