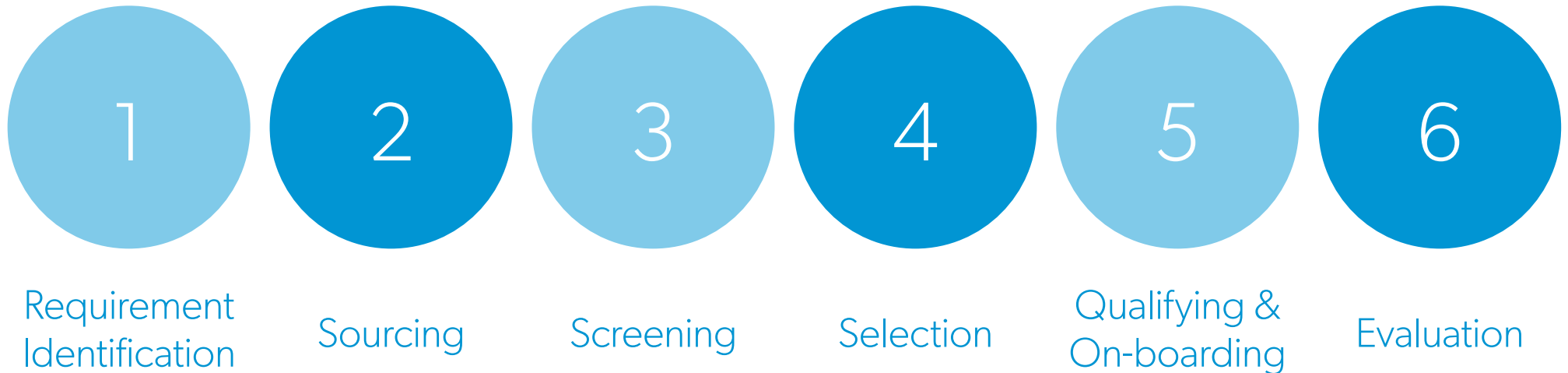


The talent you have in place directly hits your bottom line — positively or negatively.

And it's more science than art.

Click through for details on each step:





Requirement Identification

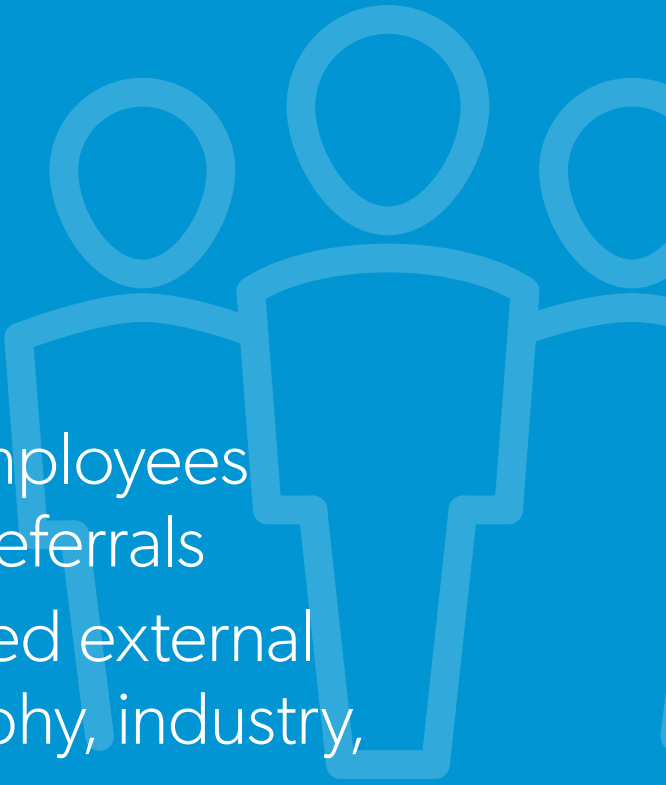
- Identify & describe client brand & culture
- Perform geographic market analysis
- Determine job competency requirements & candidate success profile
- Conduct launch planning & talent sourcing timeline strategy meeting





2


Sourcing

- Identify current & former employees most likely to have internal referrals
 - Connect with pre-established external referral network by geography, industry, vertical, associations, & so on
 - Consider targeted online resource utilization to increase candidate pool
- 



3


Screening

- Leverage job competency & candidate success profiles to develop specific interview questions
 - Develop initial phone screen strategy & assign screening targets for recruiters
 - Perform competency-based behavioral interviews (phone or virtual)
 - Complete in-person interviews with Hiring Manager & relevant hiring team members
- 



4

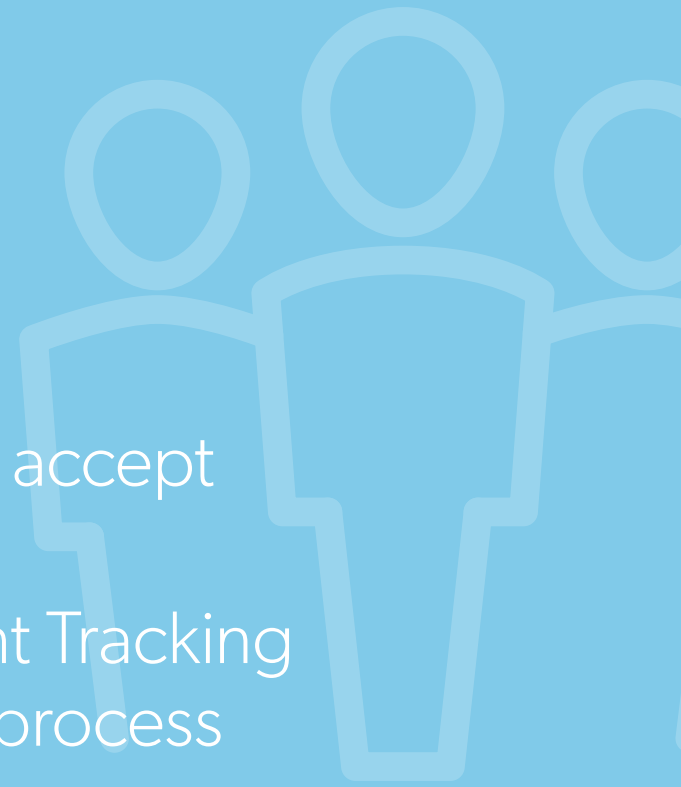
Selection

- Consolidate & compare interview scoring results from hiring team members; discuss large scoring variances
 - Complete initial candidate stack rank
 - Evaluate brand & culture fit
 - Develop candidate reference check plan
 - Conduct in-depth reference checks
 - Complete final candidate stack rank
- 

5

Qualifying &
On-boarding

- Present (Hiring Manager) & accept (Candidate) job offer
- Initiate automated Applicant Tracking Software (ATS) paperwork process
- Conduct background, drug & credit checks
- Verify career history & education
- Schedule New Hire Orientation



6

Evaluation

- Analyze time-to-fill & retention ratios
- Review & modify job descriptions, competency requirements & success profiles
- Perform customer service review to evaluate candidate hiring experience
- Survey satisfaction level & solicit feedback from Hiring Manager



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