

## What to Expect

Direct Recruiters' goal is to locate, assess, recruit, onboard and retain executives and professionals in an expedient and efficient manner.

## Our 5-Phase Approach

Our professional team of Senior Recruiters and Research Associates will provide you with a consultative team approach carried out in 5 phases: **Strategy, Recruitment, Implementation, Closure, and Follow-up.**



Throughout our 5-phase process, we work closely with clients and candidates alike to ensure an efficient, effective and positive experience.

### 1 Strategy Profile

#### DRI's Role

- Conduct in-depth dialogue so that we may clearly understand your business culture and what you are trying to accomplish with this hire
- Identify qualifications, achievements, and expectations along with both short and long term goals that you hope to achieve with the hire
- Assess the challenges for the search, agree on a successful search strategy and design the position profile
- Assist you in setting up an effective interview process

#### Client's Role

- Approve company description, culture and future goals
- Approve the position and candidate profile
- Inform us of any specific companies and/or candidates you would like us to pursue

### 2 Selection Criteria

#### DRI's Role

- Identify ideal candidate profile and companies to target
- Research overall job market conditions
- Create a slate of "hot candidates" to target and research existing candidates in our database that are currently in this type of position
- Pursue the leading candidates using various recruiting methods and practices including video and Skype interviews in order to qualify them both qualitatively and quantitatively

#### Client's Role

- Approve the candidate profile
- View candidate resume and profile when submitted
- Make adjustments to acclimate to job market conditions

## 3 Implementation

### DRI's Role

- Provide a slate of candidates to interview
- Provide comprehensive summaries to client
- Coordinate interview process and help gather strategic interview questions
- Review and assess candidate with client; determine action to take
- Obtain references from candidate and provide data to client

### Client's Role

- Review candidate slate and make any necessary adjustments
- Identify selection of candidates to be interviewed
- Schedule interview dates and times
- Provide us with timely post-interview feedback and impressions

## 4 Closure

### DRI's Role

- Provide client market compensation parameters
- Assist with offer negotiations, providing necessary information to make an offer
- Counsel candidates on acceptance process and assist with transition
- Monitor the resignation process and develop a transition and onboarding strategy

### Client's Role

- Prepare to make an offer to the final candidate
- Establish a start-date and an onboarding plan to ensure successful transition

## 5 Follow-Up

### DRI's Role

- Regularly scheduled follow-up during the first 12 months following placement
- Send out Voice of Customer survey to client to monitor quality
- Monitor candidate's progress comparing them to goals that were outlined in the beginning of the search
- Gauge client satisfaction level regarding DRI placement process within 30 days
- Continual assessment for quality assurance for client