

6-STEP PATH TO A GREAT HIRE

We believe that great recruitment is truly a “Process”, not an event. This is our 6 step path to a successful hire that is predicated on knowing our client company and the specific and unique needs of that client.

1 UNDERSTAND

A comprehensive & exhaustive exchange is the first and most vital building block to a successful recruitment partnership. The Recruitment Partner is often your company’s first impression to a candidate.

2 IDENTIFY

Candidate Identification is a crucial component to the recruitment process. There is an absolute art to identifying top talent and, more importantly, getting their attention. We have created a multi-tiered database that has proven to be a successful starting point.

3 ATTRACT

Attracting the top 15% of this talent pool is where the rubber meets the road. We offer complete transparency in our approach with candidates and we can assure you that your role will be marketed as an “opportunity first” strategy, that is destined to find those candidates that want to build their career not just their bank account.

4 FILTER

You should expect a short list of qualified candidates to be submitted to you with a detailed set of notes, an undated resume and our own “Candidate Snapshot” (CS). In addition, we provide a performance-based interviewing template for your use. We have found this to be a very valuable tool when multiple interviewers are asked to assess and differentiate top candidates.

5 SECURE

Securing your top choice is our priority. Has the process moved in such a manner that the candidate’s offer acceptance is a foregone conclusion? The only way this is possible is to have a recruitment partner who has a pulse on the process.

6 RETAIN

Retention actually begins with the Resignation Process. We are there to help coach your future employee through this process with his/her current company. In addition, momentum must be continued during the onboarding process and throughout that first year of employment. We offer a 1 year follow up program that has been useful to both employee and employer.

To contact us and see how we can help your team grow, call

410-804-9211

or email us at jea@crcrecruit.com