

METHODOLOGY OUTLINE



We will spend time with you to fully understand your requirements are for the role and what your expectations are on an individual in the given role.

This will include not only the standard skill sets required; we need to understand what type of personality is going to fit into your existing team and culture.

At this point we will then be in a position to start our research to identify potential candidates both through painstaking research as well as networking with individuals within the industry.

From here we will talk to anybody and everybody we need to find initially a long list of candidates that can be reduced to a shortlist; in conjunction with you; to compile a shortlist of candidates for you to interview.

Wherever possible we will also endeavour to reference check all our candidates to ensure you are meeting with the right calibre of individual.

To allow the smooth flow of the interview process we will work closely with you to organise meeting times and venues which accommodate everybody's diaries.

We will give you open and honest feedback after all interviews so that everybody both client and candidate know exactly where they are in the process.

We will advise / broker the offer to ensure that expectations of both parties are met to ensure a successful placement for the long term.

Then we counsel every candidate through the resignation and counter offer scenarios to reduce to potential of a candidate making a career threatening decision of accepting a counter offer.