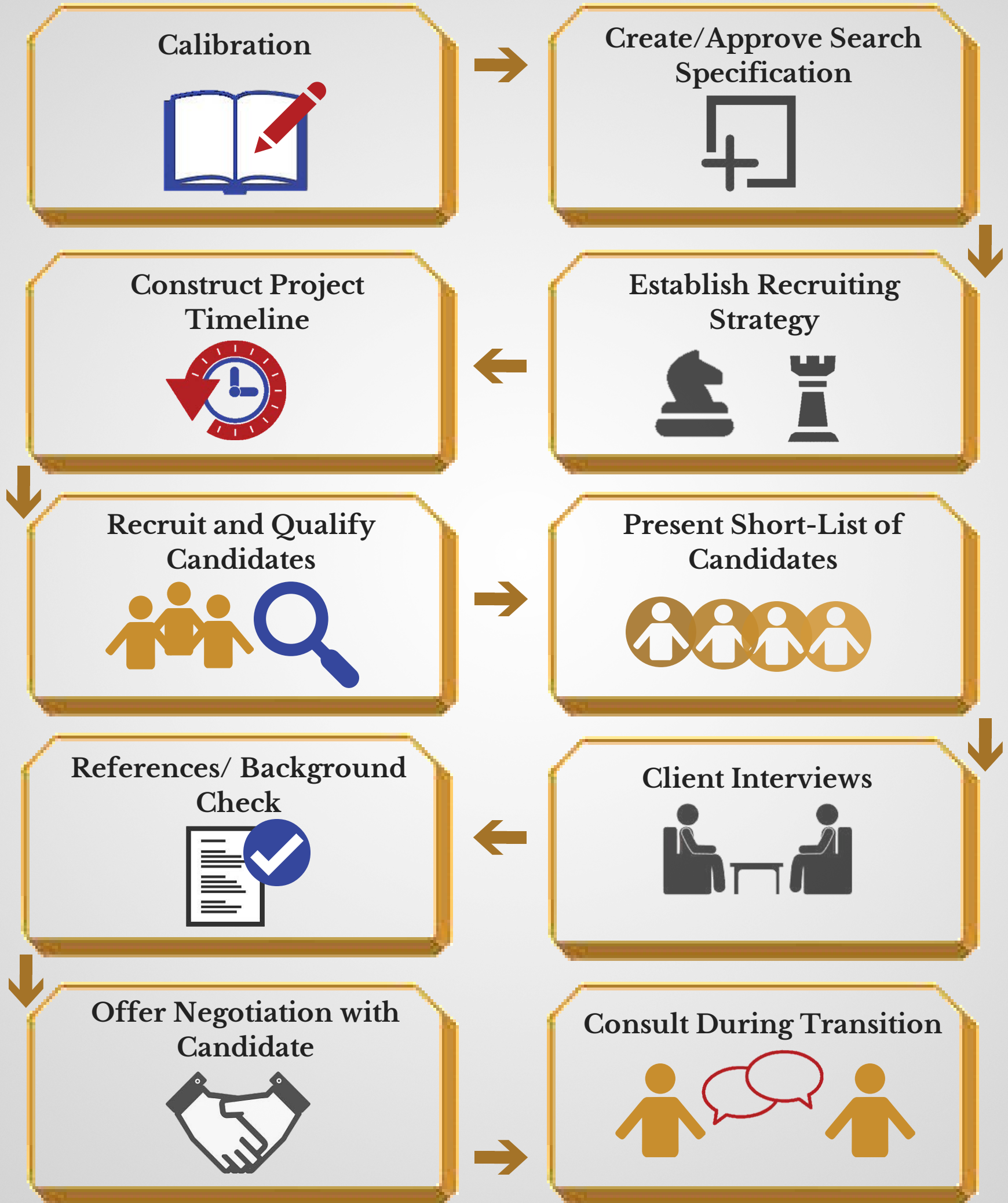


SALES & MARKETING RECRUITING



SALES & MARKETING RECRUITING

Calibration



- Needs Assessment with Hiring Managers and Project Team

Create/Approve Search Specification



- Search Engagement Profile created after needs assessment
- Client Approval (interpretation of needs)

Establish Recruiting Strategy



- Forecast time to submit 4 top candidates
- Agreed upon target interview date

Construct Project Timeline



- Resource Team Established
- Search Strategy Defined
- Timeline set for Client Interviews

Recruit and Qualify Candidates



- Candidate Discovery
- Initial Interest
- Skills & Behavior Interviews

Present Short-List of Candidates



- Professional Submission Package
 - Interview Availability
 - Search Team Evaluation
 - Candidate Resume

Client Interviews



- Agreed Upon Interview Schedule
- Face to Face/Video Conference Client Interviews
- Interview Results

References/Background Check



- Three past Leadership References
- Checked at Offer Stage
- Background check subject to client's request

Offer Negotiation with Candidate



- Best Interests of the Client
- Compensation Support & Design
- Brokering Negotiations
- Win-Win Approach

Consult During Transition



- 30-60-90 Day Check-In
- Client & Candidate