

# DIRECT HIRE PROCESS



**CALIBRATION**



**CREATE/APPROVE  
SEARCH  
SPECIFICATION**



**ESTABLISH  
RECRUITING  
STRATEGY**



**CONSTRUCT  
PROJECT  
TIMELINE**



**CLIENT  
INTERVIEWS**



**PRESENT  
SHORT-LIST OF  
CANDIDATES**



**RECRUIT AND  
QUALIFY  
CANDIDATES**



**REFERENCES/  
BACKGROUND  
CHECK**



**OFFER NEGOTIATION  
WITH CANDIDATE**



**CONSULT  
DURING  
TRANSITION**