

## 01 Needs Analysis

- Detailed job specification
- Needs analysis meeting
- Job specification qualification
- Advice on current market situation
- Benefit – You save time spent screening candidates

## 02 Candidate Sourcing

- 1.5million+ candidate database
- Largest advertiser in the industry
- Search & networking for passive jobseekers
- Direct marketing
- Benefit – Your role receives unbeatable market penetration

## 03 Candidate Selection

- Suitability screening
- Competency based interviewing
- References check
- Benefit – You see the most relevant and most qualified candidates in the market

## 04 Interview Process

- Candidate preparation
- Client preparation
- Prompt and comprehensive feedback
- Benefit – A well-managed interview process will save you time

## 05 Offer

- Management of expectations
- Advice on expectations of the candidate
- Professional negotiation
- Integrity
- Benefit – The candidate is more likely to accept your offer and for the right reasons

## 06 Placement

- Contract legalities & payroll services
- Benefit – The elimination of last minute issues ensures a successful starter

## 07 After-Placement

- After-placement review
- For contracts; after-placement service
- Benefit – Your assignment will be completed successfully

