



RES' Recruiting Process -What Should You Expect?

RES is dedicated to serving as a strategic partner to our client companies. Our recruiters use proven processes that start with due diligence on getting to know your company – its value proposition, history, competitive landscape, and corporate culture through your input and our own internal research.

If you don't have a job description, we'll help you create it. We'll discuss hard and soft skills needed to perform the job to your highest expectations. We identify the "must-haves" and the "nice-to-haves" for the ideal candidate. Ideally, we speak to both the Hiring Manager and Human Resources to gain insights on the search and the company's corporate culture. We put together a detailed candidate profile which includes hard & soft skills, culture fit and target companies.

We Put Our Relationships & Resources to Work for You.

Throughout our careers, we have devoted our time, efforts, and energy to actively connect with professionals. The RES team is constantly networking and proactively building relationships with strong candidates and their referrals. We practice what we call "Connection Sourcing," using our extraordinary network to discover and reach out to qualified candidates who fit our ideal profile. You can find more information about our "Connection Sourcing" techniques on our website under the **Clients** tab.

We Provide In-Depth Screening, Interview & Assessment.

- We qualify our candidates' credentials through extensive interviews using behavioral-based and critical career path interview techniques.
- We create screening questionnaires designed to bring out hard and soft skills for each role, and we assess cultural fit.
- We evaluate verbal and written responses and assess, in detail, the skills, experience, strengths and weaknesses of each candidate. RES presents only the most qualified candidates to our clients. Making the most of our client's time is at the forefront of every search.
- We provide the client with a brief written summary highlighting critical candidate information, including education, functional and technical strengths, our opinion on corporate culture fit, and our assessment of the candidate's soft skills, such as communications, self-starter, etc. We, of course, share any concerns as well. We also provide the candidate's compensation expectations.
- We discuss the summary and candidate findings with the client. If these discussions result in feedback not previously shared, RES will tweak its search and sourcing activities accordingly.

We Facilitate Client Interview and Evaluation.

RES facilitates interview scheduling between the client and candidates and coordinates all logistics. Ideally, we try to speak to each candidate several times throughout the interview process so we have several data points to confirm our evaluations. We share our findings and insights with the client through our ongoing collaboration during the interview, evaluation, and selection process.





We Assist with Offer, Negotiation and Acceptance.

We act as an intermediary throughout the negotiation process and secure a commitment from the selected candidate throughout the recruiting cycle. For example, after the first client interview, we obtain the candidate's feedback and specifically inquire whether the candidate, if offered, would accept the position within a specified compensation range. RES believes that no final offer should be extended without reasonable certainty it will be accepted.

Reference and Background Checks

We are happy to complete reference checks on the candidate selected once an offer has been extended and can offer background checks at a nominal charge.

Full & Frequent Communication

We maintain ongoing, open communication with candidates and clients throughout the entire recruiting cycle. We believe our main job is not to "sell a candidate to a client" or to "sell a job to a candidate," but to provide honest feedback, manage realistic expectations on both sides, and ensure a strong fit.

Experience has shown that full communication throughout the process increases new hire productivity, shortens the learning curve, and provides the foundation for employer and employee satisfaction. Our goal is "no surprises."

Evaluation & Follow-Up

We follow up with both the candidate and our client for several months after each search is complete. We have learned that communication ensures a smooth and effective transition for both parties. Each success helps build the long-term relationship we value so highly.



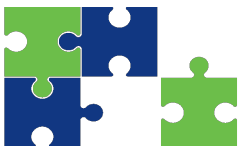
Please Visit Our Website & View our Testimonials.

We're very proud of what our clients and candidates have to say about working with us. We invite you to check out some of the many recommendations we've received from our client and candidate "family."

Can we help you hire a great candidate? Contact:



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