

Our Proprietary 8-Point ExpertHiring Process

1 We get a thorough understanding of your job

We don't just ask for a job title and a short description of a role. We use a proven checklist and discovery process to get to the core of what you are looking for.

What will the new hire do on a day to day basis, what are the nice to haves, and which skills are absolutely essential? This helps us to prioritize the most important skillsets.

Our process is so thorough that it often helps our clients better define what they want in a candidate

2 We develop a job description that attracts quality candidates

We have recruited for more than 48,000 jobs and have seen our fair share of job descriptions. Many jobs descriptions we get from our clients probably wouldn't get a second look from a skilled candidate.

Your job description is your advertisement to attract the candidates you need. It needs to stand out to get the right candidate's attention. It's no wonder that most companies rarely get any quality candidates from job postings on job boards or on their corporate career pages.

We take the information from the discovery process and use our proven strategies to create a job description that generates an average 300% increase in response.

3 We sell candidates on the job --- and your company

A job description is not only about the position.

Candidates need to understand why they would want to work for your company. Since a large percentage of the candidates we attract are already working, they need solid reasons to leave their current job.

We call out the positives of working for your company. It may be the stability of a large corporation with top benefits and room for growth or a small business that provides lunch every day and company-sponsored family fun days.

Different company cultures will appeal to different candidates. Including this information helps us find the right cultural match.

4

Our proprietary sourcing engine indexes the world's talent like Google indexes the world's information

Your precise specifications are processed by the system to locate the best candidates with that essential skillset. We not only provide you with resumes, but also an auxiliary report detailing each candidate's use of those essential skills in their previous roles.

[See an example.](#)

We find candidates other staffing agencies can't.

We don't scour the job boards looking for candidates that everyone else can easily find --- our sourcing and screening engine finds the people you need.

The person you want is probably working somewhere else right now.

Studies show that even if not looking, 70% of people presented with the right opportunity at the right time would be open to another job.

We find the cream of the crop – not the people who just got fired.

5

We post your job on over 100 job boards

We don't rely on the "post and pray" method of attracting candidates. We reach out to them directly. But we do find that when candidates see an active opening posted on job boards, it reinforces that it's real and we aren't just another bunch of recruiters trolling for candidates for future openings.

We post your position on over 100 job boards like Indeed, CareerBuilder, The Ladders, CW Jobs, Simply Hired, Monster, and Dice. We know all the major job board secrets! This allows us to get a 200-300% increase on qualified applicants using our proven job posting strategies.

6

We talk to candidates the way they talk to their friends --- via SMS

We start targeting candidates that match the most important skillset for your position.

Our system sends text messages to the top matching candidates. Few people will answer their phone if they don't recognize the caller. And while we also include email in our multi-step campaign to promote your position to these candidates, text messages get their attention.

7

Expert Candidate Screening Process

Our recruiters are skilled in specific practice areas and they work with those roles. We don't assign an IT recruiter to screen candidates for a Chief Financial Officer position. It just wouldn't make sense.

The recruiters review our system's top matches and further refine the results. They present you with screened, interested candidates that best match the key skills and experience for your job.

8

We are your advocate through the on-boarding process

- ✓ We work with you to schedule interviews. Our interview scheduling system, which includes text message and email reminders, has resulted in less than a 1% no-show rate for interviews. No more wasted time!
- ✓ We keep you updated on submitted candidates. In this tight market, candidates are interviewing at multiple spots. We keep you abreast of any changes in availability of the candidates that we have submitted. Because we notify you early, you also have a chance to expedite the interviewing process to avoid losing the candidate to another company.
- ✓ We work with you to negotiate salary. We are experts in salary negotiations and we help you hire top talent within your budget.
- ✓ We work with HR departments to ensure all on-boarding documents are completed and the candidate reports to work on time at the right place.

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