



Hiring a Search Firm

By Ron Evans

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In a crowded world of slick recruiters with fancy brochures, it can be rather challenging to determine which firm can best meet your organization's needs. You may wish to consider the factors below when selecting a firm.

Access to the Largest Field of Candidates

Small is beautiful when it comes to executive recruiting. Because search firms can't recruit from existing clients, a firm's industry experience may actually work against you. Unfortunately, this often means the firm boasting the longest list of clients in your industry has the most restricted access to talent. We are small by design, accepting work with only a few companies in any industry, so we can freely roam the marketplace of prospective candidates to find the perfect person.

Specialization

We specialize in difficult searches for excellent companies. Our ability to "think outside the box" coupled with our access to the largest field of candidates, routinely makes us more successful than larger or industry specialized search firms. Clients tell us that our commitment to learn their organization and industry, combined with our creative research and highly personalized recruiting process, allows us to reach superior candidates which other firms cannot. Our creative problem solving approach is second to none.

Knowledge of Your Organization

Organizations are as different and individualistic as the people that comprise them. Our firm's willingness to invest the time and energy to become familiar with your key managers, selection process, culture, and individuals you have successfully hired in the past, greatly enhances our effectiveness on your behalf.

Information Resources

Every leading edge search firm needs a strong information systems backbone. Our on-line research network gives us access to thousands of high caliber individuals who are not professional job hoppers. Our dedicated team of researchers brings decades of experience to bear on each project.

User Your Head, But Don't Ignore Your Heart

One of the simplest guiding principles in selecting a search firm is to ask yourself whether or not the firm represents the character, values, and spirit of your organization. Every day successful companies entrust us with the crucial task of making a first impression on their future employees. It's a job we take seriously, and we are willing to go "the second mile" to ensure all our activities reflect positively on the businesses we serve.