

# 1 UNDERSTAND

<b>Listen</b>	Ask lots of questions and thoroughly understand our Client's culture and search requirements
<b>Asset Creation</b>	Create a compelling job description with our Client's 4-6 must-haves
<b>Confirm Ideal Candidate</b>	Communicate and confirm ideal Candidate of 4-6 must-haves

# 2 SEARCH & FACILITATE

<b>Turn Over Every Stone</b>	Talk with every candidate who fits the search requirements
<b>Screen &amp; Present</b>	2-5 Candidates within the first 2-4 weeks with motivations and comp requirements
<b>Facilitate</b>	Prepare/coordinate interviews, pre/post debriefs with Client/Candidate, identify commitment, trial close, confirm Candidate motivations, sell the candidate

# 3 PLACE

<b>Offer, Acceptance &amp; Resignation</b>	Manage Candidate and Client expectations, soft offer negotiation, total package and opportunity explanation, coach on counter offers
<b>Post Placement Follow-Up</b>	Maintain Candidate and Client relational equity