How Do Executives Get Recruited?

Behind the Scenes of Executive Search Firms

OR



What are executive search firms?

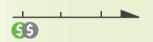
Companies that find the right leaders or executives to hire through





networks of relationships enabled by:





Payment up front

Container



Partial payment up front Payment upon placement

Contingency



Steps leading up to the job offer

Executive Search Firms:

Define Requirements

- Meet with the hiring company to gather job requirements and present it as an attractive role.
- 2 Identify core competencies required for success in the position.
- Create a strategy for finding qualified candidates and gain hiring company buy-in.



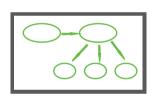








OR



Develop Candidates

- Research candidates through firm-wide tools and resources.
- Market the position through consultant-candidate
- Conduct in-depth interviews with the most qualified candidates.







Select Finalist & On-Board

- Meet with hiring company for "scorecard" sessions and compare candidates.
- **3** Based on client selection, verify background information and qualifications.
- 9 Facilitate acceptance to reduce uncertainty and arrive at an acceptable agreement by both candidate and company.













Presented by:

PierceGray