

How Do Executives Get Recruited?

Behind the Scenes of Executive Search Firms



What are executive search firms?

Companies that **find** the right leaders or executives to hire through **networks of relationships** enabled by:



Retainer



Payment up front

OR

Container



Partial payment up front

OR

Contingency



Payment upon placement

Steps leading up to the job offer

Executive Search Firms:

Define Requirements

- 1 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.
- 3 Create a strategy for finding qualified candidates and gain hiring company buy-in.



Develop Candidates

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



Select Finalist & On-Board

- 7 Meet with hiring company for "scorecard" sessions and compare candidates.
- 8 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.



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Source:

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