Resource Agility Permanent Recruitment Process

Comprehensive briefing with client

Further briefing and receipt of marketing material and company information

Development of assignment strategy

Development of comprehensive position description

Client acceptance and sign off on the position description

SEARCH STRATEGY

ADVERTISING STRATEGY

Target company / candidate identification

Development of advertisement

Internet advertising

Comprehensive database search

Long list of target candidates/ companies

Advertisement placed—assessment of applications

Approach target companies / candidates

Telephone screening of potential candidates

Long list of potential candidates presented to client

Interviews with potential candidates

Targeted candidate interviews

Closing down of unsuitable candidates

ASSIGNMENT CLOSURE

Shortlist presentation

Client interviews

Psychological testing (optional)

Identification of preferred candidates

Employment negotiation

Extensive reference checking

Acceptance of selected candidate

Ongoing follow-up client and candidate