

is quite different for each situation. The approach that is based on the what your organization needs today are based on the position needed, experience level, required skills, available candidate pool, desired timeframe, budget, etc

Passive Search Sourcing These are typically positions that are very general that have large candidate pool, the candidates apply for the positions themselves

- A) **Silver** (typically Administrative, Managers, some Director positions): Create job description, comp study, recommendation on sites, publish to various job boards, manage third party vendors, resume screening to match requirements, and basic level telephonic interviewing, and set up interviews and follow up with those candidates

Flat Rate \$2,500 fee per position + client pays all posting costs associated with each job.

Active Search Sourcing These are typically positions that require an intricate skill sets, advanced educational degrees, executive level experience, and industry knowledge. These searches bring in a higher level of candidates, since they require recruiters to target very specific sites companies, perform resume mining, and cold call potential candidates that are not necessarily searching actively. This search method requires considerably more time and resources