



Recruiting

Behind every good business is a good workforce. To be successful in today's competitive market, organizations must devote valuable resources to draw talented employees. FlashPoint understands the challenges you face when hiring, and our recruiting process allows you to attract, retain, and develop high-performing professionals who can achieve outstanding results. Whether your needs call for total outsourcing or targeted assistance, we'll build a relationship that's best for your organization.

Unlike a traditional retained-search firm or a placement firm filling short-term hiring needs, FlashPoint gets to know your organization and develops a customized candidate pool for each position. Because we charge you only for the hours we spend on your search, you'll pay less than you would for a contingency-based or traditional flat-fee retained search.

You benefit from:

- » Reduced cost per hire
- » Decreased hiring cycle time
- » Ensured cultural fit with our structured behavioral approach to interviewing
- » External expertise to identify quality talent
- » More time to focus on other organizational priorities

Our process

Understanding your business and the position

To identify candidates with the best fit for the position, FlashPoint first examines your strategic objectives, organizational culture, and short- and long-term goals. Next we review the role and talk with the hiring manager to develop screening criteria focused on job, competency, and cultural fit.

It's imperative for you to hire people who not only believe in but are passionate about your vision, mission, and values. FlashPoint keeps this in mind as we work with you to develop an optimum candidate profile.

Recruiting the team

We won't send you stacks of resumes. Instead, we'll provide you with summary reports on only the candidates we've selected for you to interview—those most likely to be the right fit.

We can partner with you for the entire recruiting process or any of its components:

- » Developing your recruiting process and supporting tools
- » Recommending an appropriate compensation package
- » Advertising the position
- » Finding great candidates
- » Managing the applicant flow
- » Conducting phone and in-person interviews
- » Administering behavioral profiles to assess a candidate's working style and potential fit with the rest of your team
- » Managing the final candidate selection process
- » Coordinating reference checks and employment offers
- » Assisting with salary negotiations
- » Developing the onboarding process
- » Coaching the employee through the first 90 days

FlashPoint can help you build a team of talented employees that will allow you to outperform the competition, capture market share, and create an organization that attracts more great performers.