



SANFORD ROSE ASSOCIATES®
EXECUTIVE SEARCH

SRA VALUE PROPOSITION: HIRING

One of the biggest challenges that most search firm owners face is how to expand the team without easing off of the gas and losing the momentum of the billings that allowed them to be a position to start hiring in the first place.

There is a significant amount of time involved with the hiring, onboarding, and initial training of new recruiters, and most search firm owners simply do not have enough time in the day to balance it all.

The hiring team at SRA are experts in identifying, screening, and qualifying prospective recruiters, and the goal of our hiring support is to help in the expansion of your team while still allowing you to maintain the momentum of your core business.

Our first step is to help you understand which role is best for you to hire, and create an attraction-based posting for the job boards of your choosing. We will then comb through every last response from those postings, identify those who fit your search specifications, and conduct an initial phone screen with candidates.

Through our comprehensive video summarizing what it takes to be a recruiter, future hires will be well-informed as to the behavioral traits and skill sets that are required to have a successful career in search.

Viable prospects will be presented to you along with a detailed summary of the candidate that focuses on your core areas of interest, and a voicemail left from the candidate stating why and how they would be successful in this role with your office. You will also receive their current resume and potentially a behavioral profile and in some cases a recorded video interview.

Think of your time saved, the expanded pool and caliber of talent, the help in crafting the right message, and the value of having another set of eyes and ears helping you in securing your most precious if not only asset: your people.

The profit of one hire in his or her first few years alone, that may not have happened without our involvement, could pay for all of the costs associated with being in the network for decades to come.