



A Detailed Strategy For Your Staffing Needs

Our detailed search process has been known to find leading candidates for your growing staffing needs. Learn more about the process all our staffing experts go through to find employers just the right candidates.

Launch Meeting:

To begin the search, we begin with an on-site Launch Meeting with the client with the goal of:

- Validating our understanding of the client's organization, the position, and the market
- Seeking input on key requirements and client expectations on search milestones
- Learning the major objectives the ideal candidate will be hired to accomplish
- Confirming the main selling points to attract caliber candidates

Solidify the Search Plan:

Next our team assembles to create the Search Plan which details the key points derived from the Launch Meeting, as well as our own industry knowledge and competitive intelligence. Target titles, target companies, and sourcing avenues along with a project schedule are determined, led by a Project Leader who is dedicated to the life of the search.

Candidate Research & Development:

We conduct original research for each search we undertake, in addition to reviewing and mining our extensive database developed from past relevant searches. Our researchers follow up on the most promising profiles via phone, conducting interviews and discerning those who should be scheduled for next steps. We then schedule and conduct lengthy, in-person interviews.

Candidate Presentation & Management:

We typically present candidates as they are vetted, but they can also be presented as a "slate" – the choice is based on client preference. In addition to reviewing the CV and our comprehensive qualifying summaries, clients may also choose to incorporate a behavioral assessment instrument into the process, as we are certified practitioners in this area. We facilitate the interview scheduling and ongoing communication with the candidates in partnership with the client.

Negotiation & Onboarding:

During the search process, we remain in close communication with candidates. The trust and rapport we develop with them allows us to add significant value in the offer negotiation phase, as well as onboarding the successful candidate.

Throughout the process, we provide timely updates and fine-tune the search and the process as needed. We are always available to our clients, in-person or by phone and email, and we strongly advise a weekly check-in call with the client to ensure the success and timeliness of the search outcome.

Contact us today and find out why our detailed approach to your staffing needs can produce impressive results. www.KingBishop.com 781-890-8824.