



ON DEMAND RECRUITING SERVICES

The ups and downs of business cycles can make it difficult for a company to maintain a consistent recruiting strategy and budget. Many companies have cut back on human resources staff, while increasing the overall workload. When a position does open up, the number of applicants who apply can be overwhelming, many of whom are not even qualified. How do you separate the best prospects from the masses, a tremendously time consuming burden on a company's already limited resources? Many firms do not have the internal resources to undertake the job of selecting and screening prospective candidates, and others do not want to incur the expense of a recruiting firm.

So, what are some options for a company seeking a cost-effective alternative to hiring additional HR staff or paying large recruiting fees?

Select Search is now offering flexible, front end recruiting services that can be purchased on a monthly, daily, or even hourly basis. Your company can benefit from the full services of a professional recruiter for a fraction of the cost per hire you would normally spend in recruiting fees or paying internal staff to handle the selection process:

- *The On Demand Recruiting* solutions offered by **Select Search** can be tailored to any size project or need. Typically companies will turn to Select Search when they anticipate a heavy response to recruitment ads and need help reviewing resumes, conducting initial interviews, performing pre-employment assessments and checking references. This can produce significant internal cost savings for the company.
- **Select Search** takes the time to meet with your hiring managers and understand the requirements for each position. This covers not only the technical skills and work experience desired, but the personal characteristics that best fit your workplace culture and environment.
- A complete battery of pre-employment assessments is available to clients as well. Select from basic aptitude and skill testing to comprehensive organizational profiles to identify the best candidates and eliminate wasted interview time and costs.

Have you have really considered the total cost of hiring the wrong person? It is significant, in both real and intangible costs. Let **Select Search** save you money by taking advantage of our flexible, value-added services. Larger firms can staff multiple positions quickly and respond to the needs of their internal customers. Small companies with limited HR resources can quickly fill a needed position with the right candidate, without interrupting daily activities.