



## The Mark Sasson Recruiting Process

Once Mark has received all the details from hiring managers and talent acquisition partners needed to conduct a search, a custom whitepaper is created outlining details such as candidate requirements and value proposition so our partner knows exactly how we are positioning this opportunity to the market. Once this document is approved, Mark and his team begin their proven search process:

1. **Identify:** Our research team scours the industry for qualified candidates & a short list is created.
2. **Attract:** Project team reaches out to short list candidates directly; typical connect rate is 25% of target candidates which are qualified by Mark.
3. **Present:** Following qualification, 3-5 candidate resumes will be presented along with a summary indicating the match, compensation details, and any additional relevant context.
4. **Scheduling:** Once the hiring manager indicates a desire to speak with the candidates, our team helps with scheduling all interviews.
  - These touches are very important; it helps keep lines of communication open between the hiring company and candidates.
  - We constantly assess the match/interest, or lack thereof, to ensure a positive result.
5. **Consultation:** Following each interview, candidate feedback is shared with hiring authorities.
6. **Closing:** Upon completion of the interview process, we consult with both parties to ensure a successful close:
  - Work with both parties to mitigate any concerns that arise
  - Present a verbal offer prior to extending a written to do away with the necessity to amend official offer letters
  - Present the official offer letter resulting in an acceptance within 24 hours
7. **Resignation:** Once an offer is accepted we walk the candidate through their resignation and address the possibility of a counteroffer.
8. **References:** We obtain references from the candidates, and depending on your internal process, we can check them and provide you with the written documentation.
9. **Start:** Ensure candidates start on time.
10. **Follow-up:** Reach out to clients & candidates within the first few weeks to ensure all is going well.