

# MEETING YOUR TALENT ACQUISITION NEEDS

## WORK WITH AN EXTENSION OF YOUR TEAM, DRIVEN TO MEET YOUR NEEDS.

Unlike conventional recruiters, whose commission is motivated by a candidate's base salary, our goal is to identify the best, **long-term fit** for your organization. This approach has resulted in a **96% retention rate** within two years of placement for management-level roles.



### PARTNER WITH A TRUSTED ADVISOR

**Think of Sikich as your strategic acquisition partner, not your "recruiting agency" or "service provider."** We engage you throughout the entire recruitment process, keeping you updated with weekly analytic reports. We also strengthen your employer brand by treating candidates with the same level of attention as we treat our clients to ensure that they are left with a positive impression of your organization, even if they are not selected.



### SOURCE TALENT USING AN INTEGRATED APPROACH

**Our approach uses a combination of strategic sourcing methods to ensure we are reaching the best talent pool, including candidates who are not actively looking.** You will benefit from the use of advanced technologies, such as adaptive search algorithms, automated job message alerts, and artificial intelligence-driven tools. You'll also gain access to Sikich's expansive network, so your search doesn't end with just our team, but extends throughout entire firm's professional networks.



### ENGAGE COMPREHENSIVE EXPERTISE

**Our team members are not just experts in recruitment. We maintain deep knowledge across multiple areas of Human Resources.** This makes us uniquely qualified to add value to every aspect of the process, such as helping to set a competitive salary range, assessing a candidate's culture-fit, measuring key competencies through assessments, drafting offer letters and assisting in offer negotiations and advising on the background check process. We are equipped to address issues that are not readily apparent and navigate challenges outside of the immediate scope of a search.



### LEVERAGE THE CAPABILITIES OF MANY, WITH THE EFFICIENCY OF ONE

**Sikich's wide range of service offerings and collaborative nature allow us to incorporate experts from other service lines within the firm when they can add value to a search.** This means that talent pools can be evaluated by a subject matter expert from our accounting, technology, or advisory teams to ensure that top candidates possess the appropriate technical knowledge to be successful in the role.

## OUR EXPERTS



**LAURA FISCHER**

**PHR**

MANAGING DIRECTOR

**T:** 262.317.8553

**E:** [laura.fischer@sikich.com](mailto:laura.fischer@sikich.com)



**LISA TRUJILLO**

**STA**

MANAGER

**T:** 262.317.4793

**E:** [lisa.trujillo@sikich.com](mailto:lisa.trujillo@sikich.com)

## OUR ADAPTIVE RECRUITMENT STRATEGY

Our approach is both collaborative and flexible to meet your organization's unique recruiting needs. Sikich can take on any of the following steps to provide supplemental support to search efforts or perform a fully outsourced search. These services can be performed in any combination of the below and on either a fixed or hourly service delivery model.



- Define position parameters
- Provide market compensation data
- Draft attractive job advertisements
- Advise on posting locations and budget



- Reach passive candidates
- Conduct initial interviews
- Provide top candidate profiles
- Coordinate client interviews
- Serve as a liaison between client and candidates



- Administer background checks and pre-hire assessments
- Assist in negotiating and extending an offer
- Support successful integration for new hire

## AREAS OF RECRUITMENT EXPERTISE:

- Executive Search
- Accounting and Finance
- Human Resources
- Operational Leadership
- Sales and Marketing
- Technology
- Administration

## WHICH SERVICE DELIVERY MODEL IS BEST FOR YOU?

### FIXED FEE MODEL:



This is an all-inclusive offering that enables clients to outsource the recruiting process from start to finish. When your organization opts for the fixed fee model, the cost is based on an estimated investment of time and expenses. We recommend this service delivery model if your organization:

- Lacks internal resources or capacity to take on a search
- Requires a confidential search process
- Wishes to conduct a search for senior or executive-level positions

### HOURLY FEE MODEL:



The hourly fee model allows flexibility for you to select which steps are most vital for your organization. When your organization chooses the hourly fee model, we will work with you to set budget parameters and the anticipated outcome of the investment. We recommend this service delivery model if your organization:

- Desires supplemental support for certain aspects of the recruitment process
- Requires talent acquisition support for a short-term, long-term, or project basis

*For more information about our talent acquisition services, contact one of our recruiting experts today.*