

# The High Profile Way

## Connecting talent with opportunity is in the details.

Since 1987, we have built our success by taking a personal approach with each client and candidate. Our recruiters are trained and certified in staffing and recruitment laws and best practices, holding CSP/PHR/SPHR and/or SHRM designations. With a focus on helping you reach your goals and one of the lowest staff turnover rates in the industry, we get it right the first time.

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### Getting Acquainted

We work diligently to partner with you and your company and to truly become an extension of your company's team. We aim to meet all of our clients, either face to face at their office or through online meetings. This will enable our team to understand your company, values, and culture. We will discuss each position in detail and outline a plan of how we will approach your open position. This will include discussing the interview and onboarding process, along with timescale expectations for each stage.

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### Our Consultative Team Approach

One of the advantages of partnering with High Profile is the collective experience of our team. While you will have one primary contact, our recruiters work as a team to identify a diverse and qualified slate of candidates for each role. Once you choose to partner with High Profile, your Recruiter will begin to identify potential candidates for your opening. Due to our extensive network, it is likely we will be able to discuss potential candidates early on in the process; however, we will outline the various search methods that we will use to ensure we find the best candidate for your open position.

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### Presenting Candidate Profiles

We will present, via email, candidate resumes and summaries containing an overview of their experience and why we believe they are a good match for your opening. All High Profile candidates have been fully interviewed and assessed prior to you receiving their resume. You will simply let us know which candidate(s) you are interested in interviewing and we will coordinate next steps!

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### Communication Along the Way...Before, During & After!

From our first meeting to the offer stage - candidate submittals, management of the interview process and consulting about each candidate - communication is a key element of our process. We will work in partnership with you, offering our certified knowledge and market expertise, every step of the way.

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### Process & Selection Management

Once you select a candidate you would like to move forward with, we will begin the reference check process and assist with extending the offer. Once the candidate is hired, we will continue to follow up with you to get feedback on the candidate and make sure the placement continues to be a great fit for you and your team.