

CONTINGENCY RECRUITMENT PROCESS

- Contingency recruitment follows a fast and cost-effective process to find top candidates in professional, managerial, technical and administrative roles.

- Initial client meeting
- Development and placement of recruitment ads
- Targeted recruitment and database search
- Qualified candidates provided in 45 days, on average
- Reference and background checks
- Offer negotiation

- Fast turnaround to candidate presentation
- Established networks
- Targeted and proactive
- Fee contingent upon success
- Cost-effective

WHAT
IS IT?

HOW DOES
IT WORK?

WHY
USE IT?



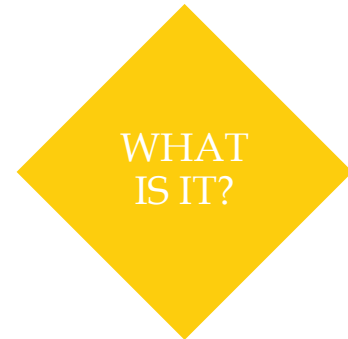
www.meridiarecruitment.ca

A Knightsbridge Robertson Surette Company



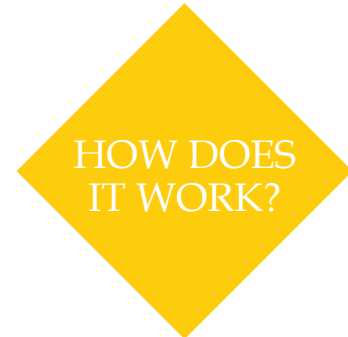
EXECUTIVE SEARCH PROCESS

- ◆ Executive Search is a rigorous process used when recruiting Director, VP and C-level candidates for private and public sector organizations. It is led by a senior partner.



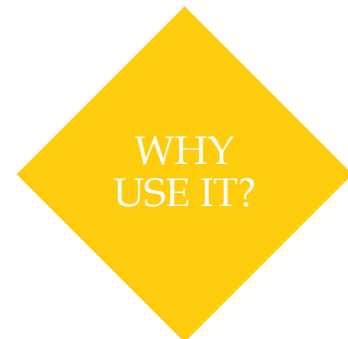
WHAT
IS IT?

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- ◆ Formal stakeholder meetings
 - ◆ Preparation of executive brief and ad program
 - ◆ Targeted recruitment and extensive database search
 - ◆ Facilitation of hiring committee
 - ◆ In-depth research and interviewing process
 - ◆ Partner led interviews
 - ◆ Formal candidate presentation
 - ◆ Psychometric assessment and 360° reference checks
 - ◆ Offer negotiation
 - ◆ 12-month guarantee



HOW DOES
IT WORK?

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- ◆ Highly consultative and customized
 - ◆ International/national reach
 - ◆ Risk mitigation
 - ◆ Transparent and proactive search process
 - ◆ Comprehensive search and candidate assessment
 - ◆ Senior partner led
 - ◆ Multi-level guarantee, retained fee



WHY
USE IT?



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human capital solutions