

A Strategic Partnership

By Jon Bartos, CEO - Jonathan Scott International

Impact players. Every business wants them. But most companies enter the human capital marketplace without a strategy to find, attract, hire, and retain top talent. What happens when you start the game without a game plan? You often lose.

A partnership with the right executive search firm is a strategy for winning. At JSI, our goal is to create powerful teams that dominate the playing field. Our team-based approach and proven process delivers the top talent in the industry, the top 20% who drive business and make an impact.

The Basics.

How an executive search firm helps you succeed.

Define. If you don't know who you are looking for—how will you recognize the ideal candidate? A good executive search firm helps define an "A" Player. At JSI, we focus on a position's critical success factors and essential skill sets, as well as a company's corporate culture and expectations. We work with you to determine the right person, the right compensation, and sometimes even the right direction for your company. Although an executive search can be conducted in-house, utilizing our services is more expedient, efficient, and effective.

Source. The top 20% of the talent in your industry is invisible to you. They are not on the job boards. They do not respond to online postings and classified ads for open positions. They are gainfully employed—making it happen for one of your competitors. The ONLY way to find them is through an executive recruiter. A good recruiter knows the market and has a wealth and depth of industry connections. At JSI, we find the "A" Players and put together a value proposition to entice them to take a look at your organization.

We are specialists in our markets, with real experience and connections. We are in the marketplace daily, networking with IT professionals, salespeople, CEOs, hiring authorities... the players in your market. We design and implement a search plan to get the best of them on your team. Our researchers utilize the latest technology in creative and innovative searches that unearth the hidden "A" Players in any field. JSI is a powerful resource for fulfilling critical staffing needs.

Attract. We function as our clients' advocate, marketing the position and the benefits of the company. We help sell your brand identity in the most important marketplace there is: the world of talent.

The Advantages.

Why use an executive search firm?

Timeliness. We keep the search process moving, a critical factor in recruiting top talent. The best candidates look for companies who take action and show decisiveness. You can bet other firms are actively recruiting quality candidates. We keep the process on track, facilitating communication between the candidate and the company, and maintain the interest of both parties. Our team is trained to close the deal. Because consultants typically don't get paid until a candidate is hired, there is a strong commitment to expedite the search process.

Confidentiality. Our confidential searches safeguard your privacy, keeping important information out of the hands of your competitors. New-product introductions, sales strategies, key executive openings. Your company's business is never discussed without your permission.

Objectivity. Good executive recruiters will find multiple candidates for you to consider. At JSI we believe a candidate's resume is just a starting point. After potential candidates are identified, a project recruiter prescreens them, saving you time and money. We narrow the field to quality talent. We work with you to evaluate the candidates' strengths and weaknesses. Do they fit with your company's needs and unique corporate culture? As an independent consultant, we can be trusted to give an impartial assessment of the candidates. We are never caught up in company politics that might sway a hiring decision.

Value. Good recruiters add a sense of importance to a search. Because our firm has such a solid reputation in our markets, we enhance the value of the position in the eyes of a candidate. Thanks to the JSI brand identity, we can attract more qualified candidates than a search conducted in-house. Executive recruiters do charge a fee, usually based on the compensation of the position—typically 25-30% of total first-year compensation for salaried positions. Our fee is a direct investment in your company. Because a good recruiter has in-depth knowledge and experience in specific markets, the right partnership will save you significant time and money. Our expertise minimizes costly mis-hires.

Partnership. An executive recruiter can simplify the hiring process. At JSI, we conduct reference checks and help with details like salary negotiations, relocation packages, and benefits. Because we build relationships, not simply conduct transactions, we stay in touch. We help to on-board the new hire successfully... to make sure we've achieved a winning addition to your team.

Putting together a staff is easy but building a winning team takes focus, a solid game plan and the best players in the industry. A partnership with the right executive search firm will give your organization the talent edge over the competition.

Are you ready to take your company to new levels of success?