

EXECUTIVE RECRUITING: A GAME-CHANGER IN TALENT ACQUISITION

Behind the Scenes at an Executive Search Firm

THE HIRE VELOCITY DIFFERENCE

74 AVERAGE NUMBER OF DAYS
FOR C-LEVEL PLACEMENTS

89% INTERVIEW RATE
FOR C-LEVEL PLACEMENTS

100% OFFER ACCEPTANCE RATE
FOR C-LEVEL PLACEMENTS

INDUSTRY AVERAGE

UP TO 120 DAYS OR MORE FOR
AVERAGE C-LEVEL PLACEMENTS

47.5% INTERVIEW-TO-OFFER
RATE

69.3% AVERAGE OFFER-TO-
ACCEPTANCE RATE

The executive recruitment process involves finding specialized candidates for high-level positions, either through in-house HR teams or external search firms. It's not limited to top executives and is used in industries with high-demand talent. When partnering with a search firm, you can choose between retained, which prioritizes long-term fit, or contingent, which focuses on quick placement but may compromise quality. The choice depends on your specific needs.



STEPS TO RECRUIT AN EXECUTIVE



1. Define Objectives & Specifications

Perform a comprehensive analysis of business, culture, and position requirements, conduct market research, and develop tailored search plans for each role.

2. Source & Screen Candidates

Create a focused candidate sourcing and engagement strategy, screening, qualifying, and presenting candidates based on their profiles and preferences while using online assessments.



3. Conduct Interviews

Coordinate candidate and client interviews, gather candidate feedback, and aid in final candidate selection.

4. Select Candidates

Streamline the candidate evaluation process by conducting final interviews, reference checks, collecting candidate feedback, and comparing assessment results to the ideal candidate profile.



5. Select and Hire Candidate

The process includes extending offers, addressing compensation and relocation, negotiating salary and benefits, maintaining communication with candidates until the start date, and conducting post-hire follow-ups.



HIREVELOCITY

Hire Velocity Executive Search Solutions

With expertise in across nearly every industry and functional area, Hire Velocity's dedicated executive search consultants will help you attract, develop, and retain outstanding CEOs and senior level executives to secure the long-term success of your business.

Whether you're seeking a targeted contingent search, a comprehensive retained search, or a strategic executive search, Hire Velocity delivers customized solutions that align with your specific goals.

www.hirevelocity.com