

WBCP RECRUITMENT SERVICES

OPTION 1

PARTIAL RECRUITMENT ADVERTISING & HEADHUNTING

Consulting Services:
\$5,900

CONSULTING SERVICES INCLUDE*

- ▶ Hiring authority and stakeholder meetings (up to 2 hours for community/employee engagement)
- ▶ Develop ideal candidate profile & recruitment timeline
- ▶ Produce recruitment announcement
- ▶ Produce and implement advertising campaign
- ▶ Headhunt (LinkedIn, past lists, databases, associations, etc.)
- ▶ Implement direct mail campaign (as needed)

*Plus expenses: Between \$3,000–\$4,500 for the advertising plan and creative brochure**

OPTION 1.5

PARTIAL RECRUITMENT + RESUME REVIEW

Consulting Services:
\$10,900

CONSULTING SERVICES INCLUDE*

Everything in Option 1, plus...

- ▶ WBCP will review and score resumes.

*Plus expenses: Between \$3,000–\$4,500 for the advertising plan and creative brochure**

OPTION 2

PARTIAL RECRUITMENT + UP TO INTERVIEWS

Consulting Services:
\$18,900

CONSULTING SERVICES INCLUDE*

Everything in Option 1.5, plus...

- ▶ Hiring authority and stakeholder meetings (up to 8 hours for community/employee engagement)
- ▶ Present recommended short list of candidates
- ▶ Produce recommended selection assessment tools
- ▶ Coordinate candidate scheduling and invitations to interview

*Plus expenses: Between \$3,000–\$4,900 for the advertising plan and creative brochure**

OPTION 2.5

PARTIAL RECRUITMENT + DAY 1 INTERVIEW

Consulting Services:
\$19,900

CONSULTING SERVICES INCLUDE*

Everything in Option 2, plus...

- ▶ Panel coordination
- ▶ Facilitate first round virtual interviews for one panel (additional panels may adjust the cost to account for increased expenses)
- ▶ Coordinate candidate scheduling and invitations to second round interviews

*Plus expenses: \$3,000–\$4,900 for the advertising plan and creative brochure**

OPTION 3

FULL SEARCH SERVICES

Consulting Services:
\$24,900–\$28,900
Depending on position

CONSULTING SERVICES INCLUDE*

Everything in Option 2.5, plus...

- ▶ Hiring authority and stakeholder meetings (up to 2 days of community/employee engagement) Panel coordination
- ▶ Facilitate all interviews Background and reference checks
- ▶ Virtual and/or in-person interviews travel up to 2 trips to client location
- ▶ 12–24 month guarantee

Plus expenses: Between \$5,500–\$7,900 for the advertising plan and creative brochure; travel expenses; shipping; multiple panel facilitation, etc.



***OPTIONS 1–2.5 do not include:** Travel to client location, negotiation of candidate offer, background or reference checks, 12–24 month guarantee

HOURLY RECRUITMENT SERVICES: \$250/hour
Senior Recruitment | Consulting Services

OTHER CONSULTING SERVICES

AT WBCP INC., WE PROVIDE...

The Polaris® Competency Model, Public Sector Edition....

....that drives long-term success by helping you identify, develop, and retain top talent. Backed by over 50 years of research, it ensures your recruitment practices and organizational development strategies align with proven results.

Providing:

- ▶ **A Common Language**
- ▶ **Strategic Alignment**
- ▶ **Measurable Results**
- ▶ **Scientific Framework**

With Polaris®, WBCP helps you build a sustainable, high-performing talent pipeline.

Strategic Solutions that Transform Recruitment Teams...

...ensuring your recruitment professionals are prepared to navigate the complexities of modern hiring landscapes, delivering a strategic advantage that propels your organization forward.

Precise, Accurate & Timely Classification & Compensation Studies...

...tailored to public and non-profit organizations.

Job Description Development...

....that transform lengthy, outdated, or ineffective job descriptions into clear, concise, and equitable tools that align with your organization's needs.

Modernization of Civil Service and Selection Rules...

...that streamline processes, and create agile, efficient recruitment systems that align with your future goals.



wbcpinc.com

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