

FULL SERVICE RECRUITMENT



Effective July 2024

Our Full-Service Executive Recruitment is a Multi-Step Process in which SGR Partners with Your Organization and Facilitates Your Executive Search from Start to Finish.

FULL-SERVICE RECRUITMENT TYPICALLY TAKES ~12 WEEKS AFTER INITIAL STEPS AND MAY INCLUDE:

Initial Steps Prior to Posting Position *(may take 2-3 weeks)*

- Contract Execution
- Kickoff Meeting
- Organization/Position Insight and Analysis
- Stakeholder Interviews & Listening Sessions
- **Deliverable:** Draft Recruitment Brochure
- **Deliverable:** Recommended Ad Placements
- Organization Approves Ad Placements
- Search Committee Reviews and Approves Brochure

Recruitment Campaign *(4-5 weeks)*

- Post Position and Finalize Timeline
- Recruitment Campaign & Outreach to Prospective Applicants
- Initial Screening & Review by Executive Recruiter
- Search Committee Briefing to Review Applicant Pool and Begin Selection of Semifinalists

Evaluation of Semi-Finalists & Finalists *(2-3 weeks)*

- Questionnaires
- Recorded One-Way Semifinalist Interviews
- Media Searches (stage 1)
- **Deliverable:** Semi-Finalist Briefing Books via Electronic Link
- **Deliverable:** Recorded Online Interviews (if applicable)
- Search Committee Briefing to Select Finalists

Candidate Selection and Hiring Process *(4 weeks)*

- Comprehensive Media Searches (stage 2)
- Background Investigation Reports
- DiSC Management Assessments (if desired, supplemental cost)
- First-Year Plan or Other Advanced Exercise (if desired)
- **Deliverable:** Finalist Briefing Books via Electronic Link
- Face-to-Face Interviews
- Stakeholder Engagement (if desired)
- Deliberations
- Reference Checks
- Negotiations and Hiring Process

FEE ESTIMATE

Full-service recruitment costs may range from \$24,900 – \$29,000, depending on the position being recruited, ad placements, and other expenses.

CONTACT US

Recruitment@GovernmentResource.com

Main Office: 817-337-8581 | www.GovernmentResource.com

