

Specialists
In Talent
Acquisition.



Global Executive
Solutions Group

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Powerful Searches For Talented Teams.

FACT: 71% of all career opportunities come from networking. Less than 25% come from a job posting like a newspaper ad or an Internet job board.

FACT: Talented people need to be found. They are valuable contributors to their companies and are well paid, well respected and are working too hard to be looking for new opportunities. If you want this caliber of talent, you have to find them and more importantly, you have to recruit them. We literally talk to hundreds of people every day- thousands of people every year at all levels of management in numerous industries.

FACT: Our ability to then "network" this talent translates into valuable connections for both our clients and candidates leading to successful careers and happier lives (what we call "Building Lives That Work.")

Over 50 Years of Recruiting Excellence.

If any part of your organization is finding it difficult to find the right top talent at the right time in the right functional area, we should talk.

By Partnering With Us, You Receive

- Experienced Recruiters in your Industry
- Access to passive candidates
- Single point of contact to 1,000 affiliated firms
- Global network serving 70 countries

What This Means To You

- Lower stress
- Reduced costs
- Lessened work load
- Timelier placements

In other words: Results, Satisfaction & Peace of Mind!

Your Recruitment Solution

What you get is a customized solution that meets not only the skill sets outlined for the position, but also matches the personality and cultural fit between the client & candidate.

Building Lives That Work

Recruiting is just a part of what we do. We are focused on building careers and improving lives of both companies and candidates. That requires more than just sifting through resumes.

We also offer the following resources and programs to build better lives and performance:

- Relocation Program Management & Assistance
- Video Conferencing
- Project Outsourcing
- Retention & Compensation Guidance



Get Impact Players To YOUR Table

Our Placement Process It's More Than Just "Taking the Job Order"

Planning & Research

- Conduct complete needs analysis profile with you to understand the position responsibilities, candidate requirements, compensation range, hiring manager's background, company culture, benefits, & relocation policy as the hiring process and any other critical details to assist in the search
- Prepare & receive approval on Search Criteria Profile from you.
- Assemble a project team and begin market research on industry & competitors
- Design a customized, targeted recruiting campaign using one of four search options:

Priority / Retained :

- Enjoy the benefit of a consultant and support team dedicated to your search
- Works especially well if time is short or positions are critical

Contingency:

- Invest in our services only if you hire one of our candidates
- Learn more about our unconditional guarantee & preferred account program

Global Talent Management:

- For larger scope staffing initiatives on a local, regional, national or global basis
- Develop and execute end-to-end comprehensive human resource strategies

- Potential candidates are contacted and interviewed.
- Representing your company as professionally and as enthusiastically as you would represent yourself, we become your spokesperson!
- Using strict standards of confidentiality, we represent your objectives, the opportunities, responsibilities and potential of the positions being offered.
- Candidate qualifications are examined and background checks are performed, as we measure the findings against the comprehensive profiles developed during planning stage.
- Presentations are prepared on most qualified candidates and interviews are scheduled with you.

Candidate Contact & Presentation

- You alone make the ultimate decision on the best candidate for your company as we work with you to provide invaluable information to assist you in making the right choice.
- We provide insight and counsel to help facilitate communication on salary, benefits and relocation.
- Once an offer has been made and accepted, we will help the candidate proceed through the emotional process of resigning their present position, including dealing with counter offers.

The Decision, Offer & Transition

- It doesn't end here. We stay in touch with both you and your new employee to identify any issues or future needs that may arise. Our objective is to provide meaningful feedback & value by developing a long-term relationship.

Post Placement & Follow Up