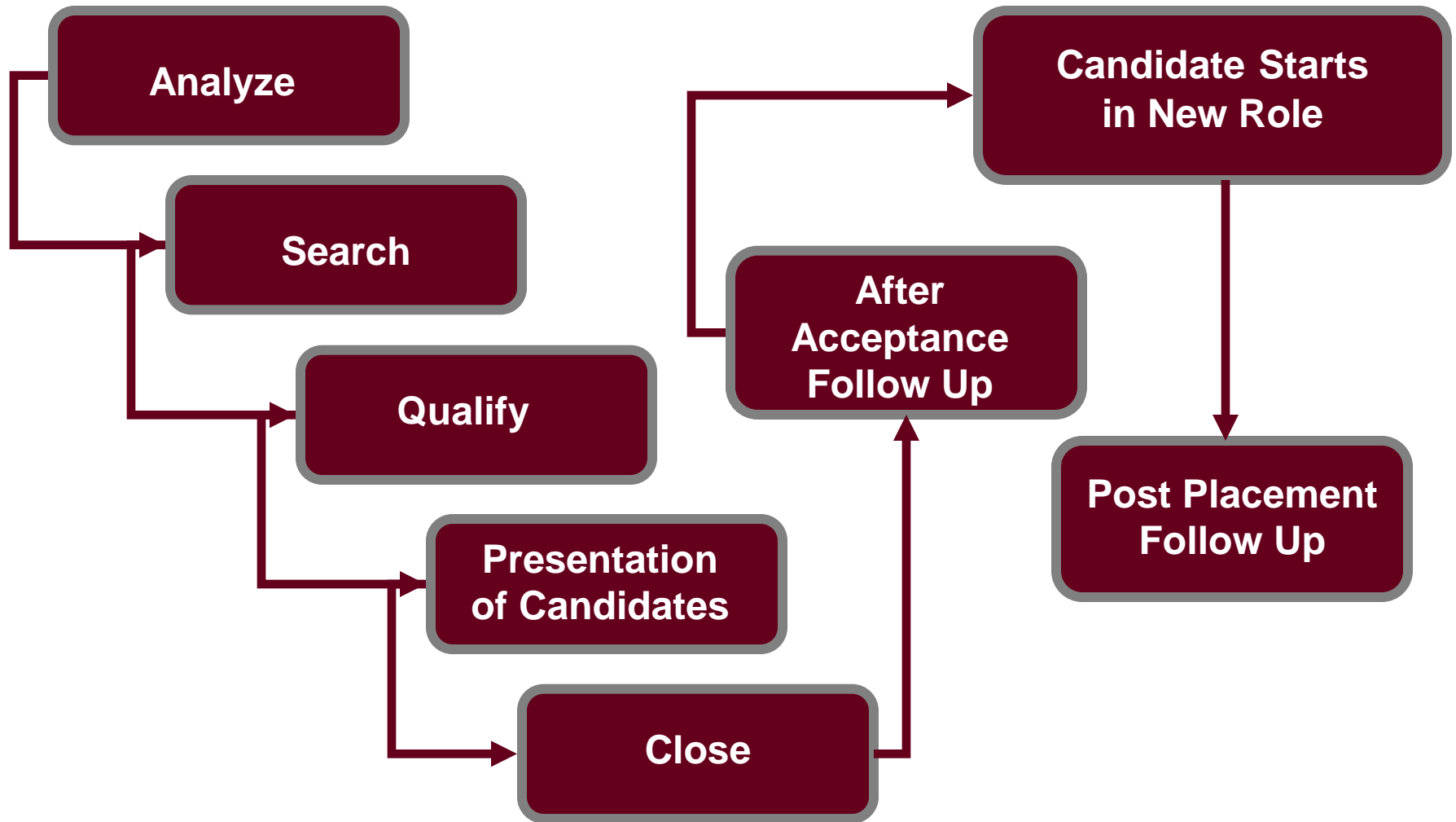


# Quality of Hire Process

## Recommended Search Process



# Quality of Hire

## Objective: Enhanced Quality of Hire

- Reduced Presentation to Hire ratio: 2.9 to 1  
Industry average: 14.2 to 1
- Improved Time to Hire
- Complete over 90 % of Search Assignments
- Offers that are extended by Global ESG are accepted
- Backed up by Replacement Guarantee

# Recommended Search Process

**Analyze**

- **Goals**
- **Needs**
- **Job Specifications & Description**
- **Compensation**
- **Culture**
- **Hiring Authority background**
- **Review Search Criteria Profile**

## Search Criteria Profile

### XYZ Products

### Lou Jones - Executive VP

**Position: VP, Supply Chain Management- Asia** Reporting to the VP Supply Chain Management for one of the world's largest suppliers of promotional products. With over 3,500 associates in 189 locations, including Canada and Hong Kong. Markets 20 product lines with over 6,000 innovative promotional products in 12 of the industry's major product categories. Sells its products through promotional product distributors. Responsible for the cost, quality, and supply assurance of outbound supply chain products and services in support of sites in the US. Leads team of fifteen (15) located in Hong Kong, Guangzhou and Ningbo, China and provides instructions, guidance, and assistance in the overall performance of the Asia team. Also responsible for the selection, retention, relationships, quality and on-time delivery in the form of corporate purchasing agreements and logistic efficiencies.

#### **Background Required:**

- Sourcing, Procurement & Logistics Process (10 years)
- Asian Supply Chain
- Consumer Products
- Strategic & tactical sourcing & logistics planning
- Negotiations
- Metrics measurements (i.e. pricing, delivery, costs, quality audits)
- Computer literate: Microsoft Excel, Access, Word, PowerPoint, & Outlook
- Education: Bachelor's degree
- Residence: Hong Kong (Relocation assistance provided)

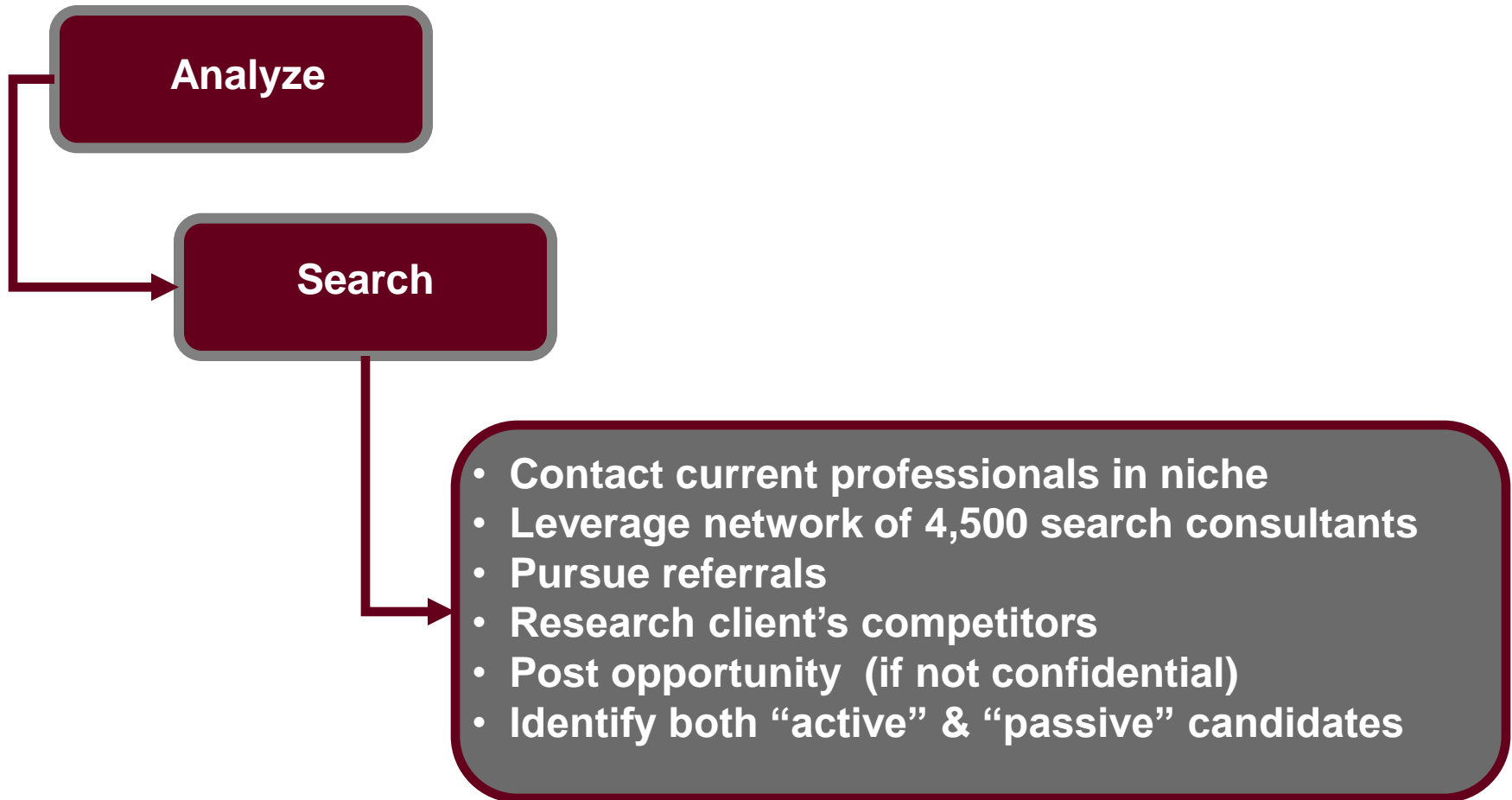
#### **Background Preferred (but not required):**

- Line management with Manufacturer
- ISM or APICS certified
- Bi-Lingual: English & Mandarin
- Advanced Degree –MBA

#### **Other Essential Abilities and Skills:**

- Leadership
- Excellent facilitator with conflict resolution
- Building relationships with key suppliers
- Change Management
- Continuous Improvement
- Financial Acumen
- Adaptable & Flexible
- Excellent written and oral communication

## Recommended Search Process



## Recommended Search Process

Analyze

Search

Qualify

- Review performance history
- Match Search Criteria Profile elements
- Verify commitment to career move
- Clarify compensation requirements
- Identify potential roadblocks
- Develop “short list” of candidates
- Check references

## Recommended Search Process

Analyze

Search

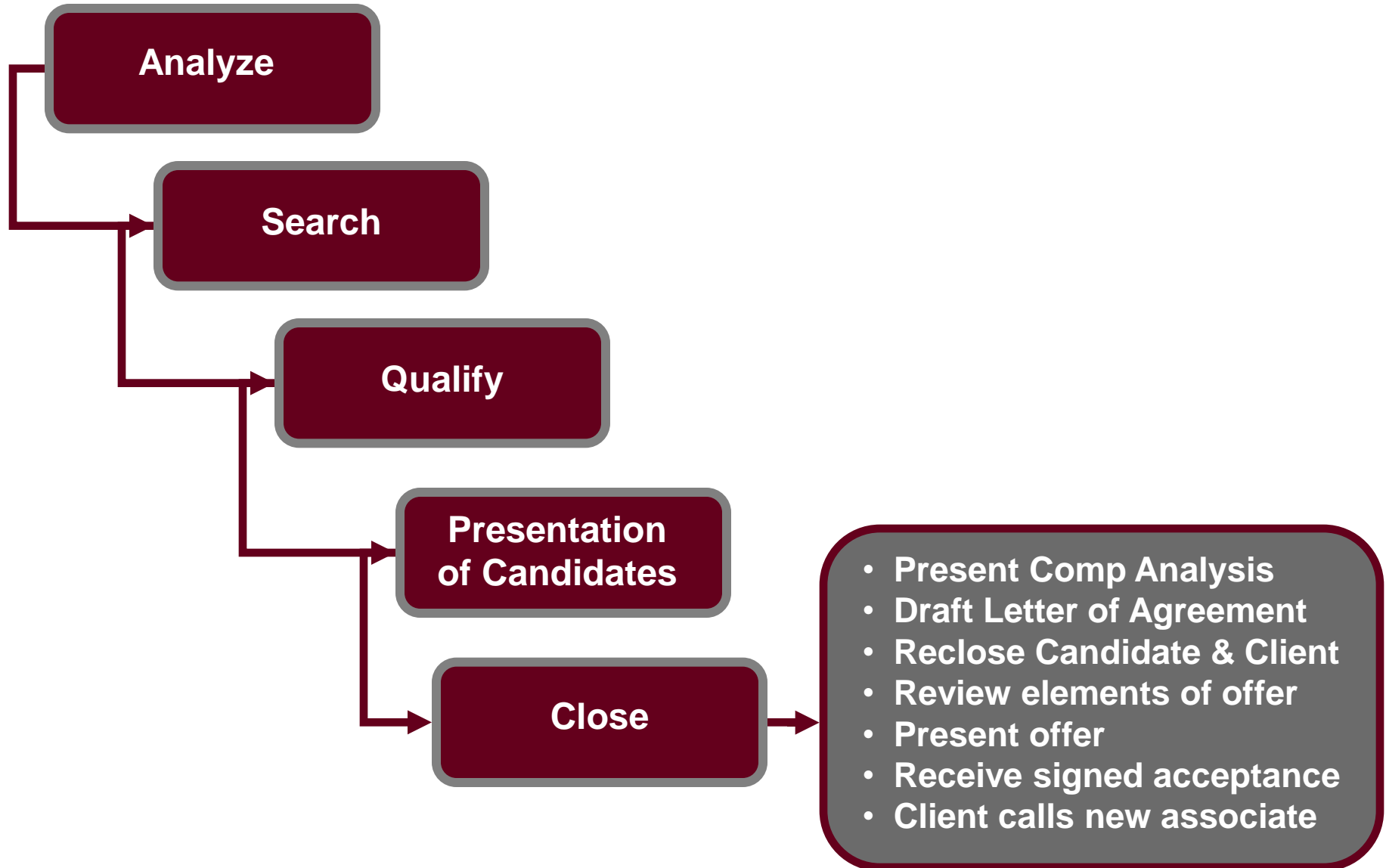
Qualify

Presentation  
of Candidates

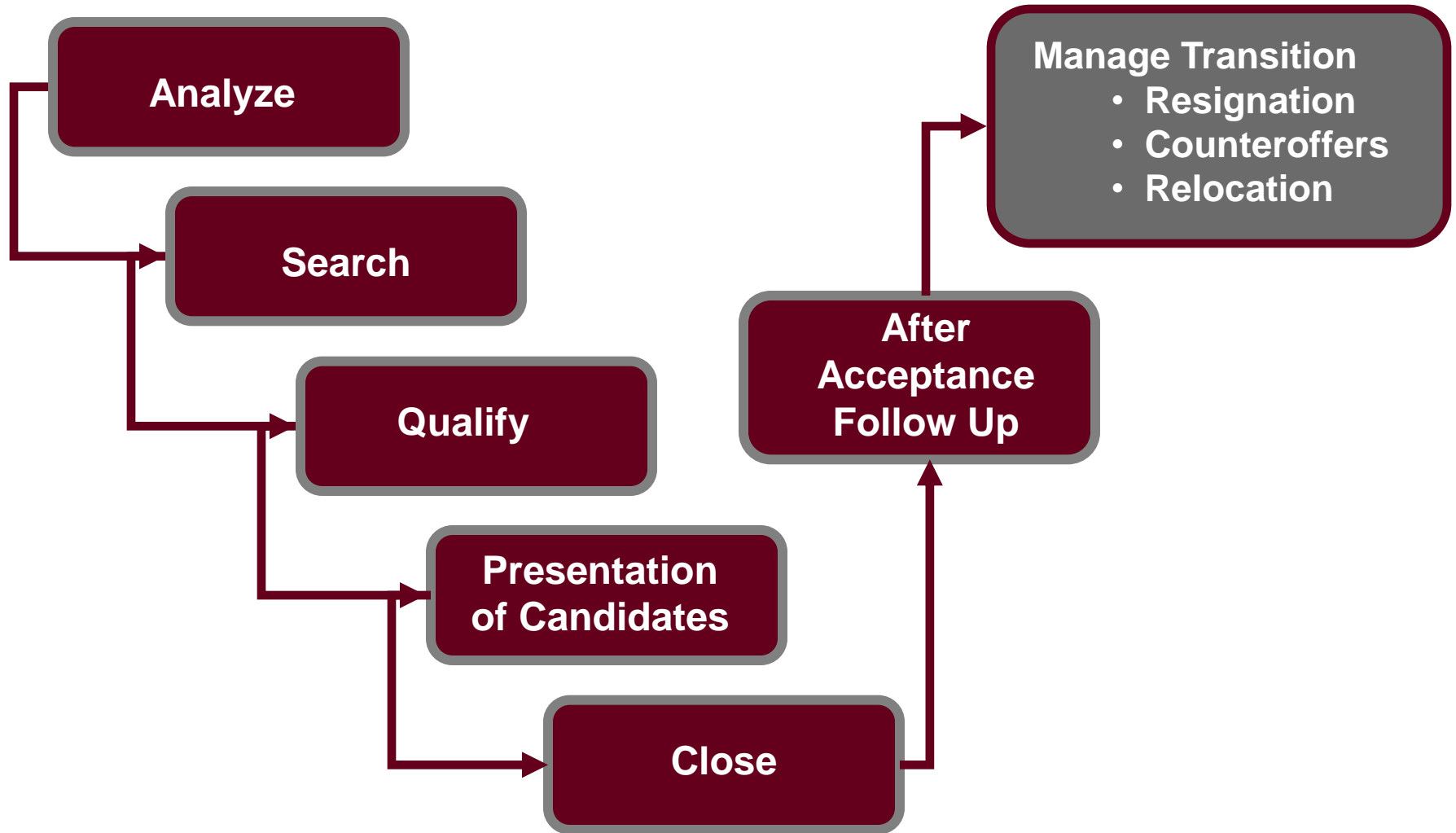
- Prepare short list
- Receive approval from candidate
- Present Candidate Profile
- Include Candidate Comparison
- Schedule interviews
- Prep candidate(s) & client(s)
- Debrief candidate(s) & client(s)
- Schedule Follow-up interviews
- Discuss finalist(s)



## Recommended Search Process



# Recommended Search Process



## Recommended Search Process

