

## Executive Search Solution

### Why utilize a retained search firm?

Finding highly qualified talent is not only difficult, but increasingly essential in view of current financial and legal constraints. Today's marketplace is very competitive, placing even more emphasis on locating the right candidate. Traditionally, organizations have attempted to locate key individuals on their own in an effort to reduce expenditures and utilize perceived existing resources. The unaided recruitment process, however, can be treacherous. It is extremely time consuming for those who should be attending to the business of "running the business," and often leaves your company without talent for long periods of time. This process is not only counterproductive, but disruptive to the organization and unsettling to those within departments.

Perhaps the best method in determining whether or not to use a retained search firm is to ask this fundamental question: *Does this position require a specialized talent or proven ability?* If the answer is "yes," you will benefit from the expertise and objectivity **FurstSearch** uses in matching a candidate with the position.

### The Solution

As outside consultants, **FurstSearch** is in a position to be more objective in evaluating potential problems that may inhibit a successful outcome. We also have the expertise to look at the "big picture" of your company as it relates to the industry as a whole.

Being removed from your organization has additional advantages. The candidates are more candid about themselves, their goals, and their concerns. This objectivity allows us to act as an intermediary that no board member or administrator could ever hope to achieve. As a buffer for your company, we are also positioned to deal with the more sensitive aspects of the search.

The **FurstSearch** senior team of recruiters focuses exclusively on placing executive-level talent in organizations across the country, as well as internationally. The value of our search process is significant. From helping our client define their need, to attracting top executive talent, to developing the interview framework and assessing candidates, our customized Search Solution is designed to deliver the leadership you need today.

Our Executive Search Solution serves those clients who:

- Need a strategic partner who'll make a dedicated and sustained effort on their behalf to access the right people – and manage the recruitment process from beginning to end.
- Must identify leadership talent with specialized skills and experience.
- Want an independent third party to thoroughly screen candidates with in-person interviews before presenting finalists.

- Have to evaluate internal candidates against those who may be available from outside.
- Seek to differentiate themselves from the competition in recruiting highly sought-after talent.
- Prefer to conduct the search on a confidential basis.