

# Human Resources Placement

## THE CHALLENGE

Your organization is only as good as its people. Finding the right candidate who is not only qualified, but matches well with your organization, is absolutely critical to your success – especially when you consider the following:

- A good search requires the discovery of the “passive” job seekers – those who are not actively job searching.
- Someone needs to provide the candidate the motivation, incentive, and impetus to look into a new opportunity.
- With unemployment at an all-time low, it is becoming increasingly difficult to find qualified candidates to fill key positions.
- The best candidates are not only being well-treated, they are also being paid very well.

## FINDING THE RIGHT CANDIDATE

Beason & Nalley, Inc. utilizes a proven process to find the best candidate for your organization. This begins with a visit to your business with the goal of becoming more familiar with your culture, your technology, and your hiring managers. Our search consultants:

- Help you develop a job description with defined duties and specifications.
- Utilize our database to source candidates and centers of influence to obtain leads on qualified prospects, focusing on the “hidden candidate.”
- Utilize the Internet and specialized advertising campaigns to identify qualified candidates.



- Screen candidates in person to make sure they meet your requirements, then refer the top candidates to your hiring manager.
- Assist you with group interviews, if necessary, to select the best person.
- Provide reference and background checks to further qualify the candidate.
- Assist with salary negotiations.
- Follow up with you and your new hire after 30 days to determine if the situation is beneficial to both parties.

## HOW YOU WILL BENEFIT

- We will save you time. The most common complaint we hear from hiring managers is “We don’t have time for hiring, and we’re losing our current talent because they’re overloaded.” Sound familiar?
- We are more cost-effective. We give you a premium, full-service search at a competitive price.
- Our selection skills will help you find the right person. Familiarity with your organization’s culture and requirements and our thorough approach to interviewing and background checking greatly improves your hiring accuracy.
- Our staff will assist you in conforming to legal standards, paying competitive salaries, utilizing best employment practices, and protecting the confidentiality of your hiring plans.
- We treat each search as a partnership. When we accept a search, we act as an agent of your firm.

## EXPERIENCE YOU CAN COUNT ON

Beason & Nalley’s placement consultants have performed numerous industry-specific and functional searches that have helped several organizations find the right match.

## WHY BEASON & NALLEY?

As a business that offers a full array of services and consultants qualified in many areas, we realize how difficult it is to locate talent in today’s marketplace. If you are looking for a partner in your search, you need not look any further. We will recruit for your company as if it were our own.

## SERVICES AT A GLANCE

Human resources placement

Finding the right candidate

Help you develop job descriptions with defined duties and specifications

Utilize our database to source candidates and centers of influence to obtain leads

Screen initial candidates by telephone and in person

Refer the top candidates to your hiring manager

Assist in group interviews

Provide reference and background checks

Assist with salary negotiations

Utilize the Internet and specialize advertising campaigns to identify qualified candidates

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