

DIRECT HIRE RECRUITMENT PROCESS

1 PLANNING & BRIEFING

Involve Long Island Temps as early as possible in your recruitment process, even when first determining if a direct hire employee is the right solution. Members of our team can also visit your company to gain a fuller sense of your culture and environment.



2 CRAFTING THE JOB DESCRIPTION

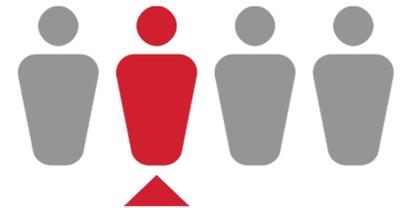
We can play a pivotal role in helping you develop a job description that fully portrays the position, ensuring all details are covered. This includes fleshing out the role, responsibilities and salary along with relevant criteria important to finding the right hire.



3 PROMOTING YOUR JOB

Using a combination of recruiting strategies, we reach a vast amount of qualified job seekers

- ✓ QUICKLY
- ✓ EFFICIENTLY
- ✓ COMPLETELY



4 CANDIDATE SCREENING

Our screening methods are unrivaled. We conduct extensive interviews along with open, candid conversations to determine if an individual is truly the right fit for your position. Their professional aspirations, character and skill set are all part of this dialogue. Should a background check and other screenings be required, we are equipped to fill that need, along with comprehensive reference checking.



5 TARGETED CANDIDATE POOL WITH RECOMMENDATIONS

Once candidates have completed the screening process, we will recommend only the very best who match what you are seeking in your next employee. Each submission includes a resume, individualized candidate profile written by our team, salary expectation and available date of hire.



6 OFFER, SALARY NEGOTIATIONS AND RESIGNATION

Once the interview process is completed and you've determined who would be an asset to your team, we play an integral role in finalizing the process, as well as handling the sometimes delicate salary negotiations. This final stage of the hiring process can often make or break attracting your next best hire. When an offer is accepted, we guide the candidate in choosing a start date and how to resign from their current position.

