

# SMART SEARCH

## DIRECT HIRE RECRUITING

### TYPICAL RECRUITING FIRM

### FORSHAY

#### THEY OWN THE LIST



#### YOU OWN THE PIPELINE

Our extensive network of qualified, curated candidates becomes yours, helping you plan for both now and long term growth.

#### BLIND PLACEMENT



#### BLENDING THE ART + SCIENCE OF RECRUITING

We take the time to get to know your company culture. We make sure the candidates are a good match for the vibe at your company and will mesh well with your existing team

#### GENERIC METRICS



#### METRICS THAT MATTER

We have the playbook on what metrics you need to see weekly. Transparency in all we do is key in delivering the right results.

#### SINGLE ANALYST



#### THE NETWORK EFFECT

We send an expert backed by Forshay's methodology, database, and extensive networks.



# DIRECT HIRE

## OUR SEARCH PROCESS

### 1 LAUNCH THE SEARCH

Investing time with you up front is critical to a successful search. We learn about your company's history, goals, and culture and gain an understanding of how the role fits within that framework. We also work with you to finalize the job description so it attracts the right candidates. Finally, we develop the search criteria which allows us to measure candidates against agreed-upon expectations. Our goal is to form a partnership where we have a mutual understanding of the process.

### 2 CANDIDATE SEARCH

Often the most qualified and highly desired candidates are not actively looking for new positions. To seek them out, we make full use of our extensive database and personal network of resources. Additionally, we perform original research, establishing a universe of potential candidates by targeting employers within specific industries and related sectors, and those that share similar cultures.

### 3 SCREENING & INTERVIEWING

Forshay contacts potential candidates to determine their level of qualification and to interest them in our client's opportunity. We strive to interview each candidates in an in-depth way to get a thorough and realistic understanding of their experience, skill set, personal traits, capabilities, preferences, and goals. Our interview questions utilize social science research and go beyond a candidate's work experience. This allows us to more deeply understand what's important to each candidate and how each candidate will fit into the role.

### 4 CANDIDATE PRESENTATION

We present recommended candidates as early as possible, including a summary of their strengths and challenges as they specifically relate to the specifications of the open position. We also assist in facilitating the candidate through the Client's interview process. Client feedback on each candidate is collected and documented for review and discussion.

### 5 DEEP REFERENCE CHECKING & NEGOTIATIONS

Forshay confidentially checks with those individuals who are, or have been, in a position to evaluate the candidates performance. We facilitate the presentation and negotiation of the compensation package, bringing closure and buy-in from the candidate.

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## THE SEARCH TEAM



**Sally Thornton**  
Founder + Chief Curator



**Andrea Yelle**  
Head of Talent