

# BLUE SIGNAL SEARCH 10-STEP SEARCH PROCESS

1

## STRATEGY

We evaluate the market and discuss competitors and target companies to establish a budget, strategy, and other target metrics.

2

## PROCESS & TIMELINE

We determine a timeline based on your processes and hiring procedures.

3

## JOB BRIEF

Our marketing team will use the selling points and must-haves of the role to create our signature job description and brochure.

4

## TARGET LIST

After conducting market research, we'll narrow down a potential talent pool based on a list of target companies and profiles.

5

## INITIAL CANDIDATE CONTACT

Our recruiters will conduct our [12-point candidate interview process](#) to explore their qualifications, skills, and career goals.

6

## SHORT LIST

Once we present you a list of pre-screened and qualified candidates, we'll use your feedback to create short list of candidates.

7

## COORDIANTE INTERVIEWS

When you've narrowed down your short list, we'll coordinate candidate interviews. After each interview, we'll determine next steps.

8

## REFERENCE CHECKS

We can conduct reference checks to gauge how excited the candidate is about the role and ensure they are who they say they are.

9

## OFFER STAGE & RESIGNATION

We can assist in building compensation packages, delivering offers, and negotiating terms, in addition to walking the candidate through their resignation.

10

## NEW HIRE SUPPORT

We'll support both our candidate and the hiring manager through the onboarding stages and provide assistance wherever needed.