

Welcome To Management Recruiters of Colorado Springs

A part of MRI Network

The Search Process

The search process can be anything both parties feel will get the best results. What we have found that works best is...

The Critical Steps

- Hiring Manager Interview
 - Needs assessment
- Research
 - Research plan is constructed in consultation with the company
- Candidate Contact and Screening
 - Customized recruiting presentation is constructed
 - Goal of our recruiting effort is to interface with 90% of those candidates who meet or exceed the quantifiable qualifications of the assignment
- Presentation of the "Short List" of PROFILED candidates
 - Each candidate presented will not only be quantified qualifiedly, but will be profiled so company can evaluate the candidates' cultural "fit" to organization
- Feedback and Selection
 - After full discussion and evaluation of candidates to be interviewed are selected
- Candidate Preparation
 - Candidates are prepared by the search consultant for a preliminary telephone interview or personal meeting with company
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- Company Preparation
 - We prepare our companies for each candidate meeting, including delivery of the "Candidate Hot Buttons"
 - Scheduling of Company/Search Consultant conversation after the candidate meeting

- Client / Candidate Interview
- Search Consultant dialog with company and candidate after the candidate interview
 - Determination is made to terminate or go forward with additional meetings
- Family Commitment Check
 - Our goal is to minimize placing the client in situations where the family does not fully support the opportunity
- References
 - Although we cannot guarantee the accuracy of the references we confirm, we pledge to support the company in an effort to accurately assess the candidate's information
- Final Selection and Offer Negotiation
 - The company will never extend an offer that isn't accepted by the candidate because we make sure everything is acceptable, including compensation, prior to interview
- Candidate Resignation
 - Counter offers and acceptances are reduced to a minimum
- Relocation
 - Tough FAS Relocation problems are left to a minimum
- Follow Up
 - We are committed to regular contact with you and the candidate who has been hired for one year



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