

EXECUTIVE SEARCH PROCESS

1.
Further discussion with client's key individuals, accepting the offer

2.
More detailed Job description and agreeing on communication

3.
Research phase
(Researcher)

4.
Contacting the candidates
(Consultant in charge)

5.
Face to face interviews with candidates
(Consultant in charge)

6.
Analysing the interviews

- Evaluating the candidates in relation to the job description.
- Professional and career goals
- Expectations and motivation

7.
Introducing the candidates

3-5 most suitable candidates are introduced to the client with Interview-based reports.

8.
Further interviews conducted by the client

9.
Personal evaluations
If needed

10.
Checking candidate references,
Letters of recommendation

11.
Signing the contract

12.
Follow-up of the chosen candidate

- 3, 6 & 12 months from starting date.
- Personal discussions with the employee and their superior.