



## RES' Recruiting Process -What Should You Expect?

RES is, first and foremost, dedicated to serving as a strategic partner and trusted advisor to our client companies. Our recruiters employ proven processes that begin with thorough due diligence to understand your company — including its value proposition, competitive landscape, and corporate culture — through your input and our internal research.

If you don't have a job description, we'll help you create one. Need feedback on the ideal candidate profile? As a trusted advisor, we're here to let our experience and knowledge work for you. We'll discuss the hard and soft skills required, identifying both the "must-haves" and "nice-to-haves" for the ideal candidate. Ideally, we'll collaborate with both the Hiring Manager and Human Resources and from there, we'll craft a detailed candidate profile that includes key skills, cultural fit, and target companies.



## We Put Our Relationships & Resources to Work for You.

Throughout our careers, we have actively connected with financial services industry professionals. The RES team is constantly networking and proactively building relationships with candidates and their referrals. We practice what we call "Connection Sourcing," using our network to reach candidates who fit our ideal profile. You can find more information about our "Connection Sourcing" techniques on our website under the **Clients** tab.



RES is also an active owner-member of NPA, a renowned strategic recruiting network comprised of more than 500 agencies on six continents -- multiple firms working together to fill your role while maintaining one point of contact.

It is also worth mentioning that Right Executive Search has been **named one of the Top 60 Financial Services Search Firms annually from 2020 to 2024** by Hunt Scanlon Media, the most widely referenced single source for information in the human capital sector.

## We Provide In-Depth Screening, Interviews & Assessment.

- We qualify candidates through extensive interviews, carefully planning our core questions based on a thorough analysis and assessment to accurately evaluate the candidate's hard and soft skills required for a specific role and company. This thoughtful approach and thorough planning ensures candidates possess the "must-haves" needed for success.
- We evaluate candidates at multiple stages of the recruiting process and across various data points — including role alignment, cultural fit, and hard and soft skills — to ensure a comprehensive view and minimize the risk of mismatched hires.
- We provide a written summary that highlights key candidate information, including our assessment of their experience, skills, and cultural fit for the role and company. We also share any concerns to ensure a transparent and thorough evaluation process.
- We review the summary and candidate findings with the client. If these discussions reveal new information, RES refines its search and sourcing efforts to align with updated requirements.





### **We Facilitate Client Interview and Evaluation.**

RES facilitates interview scheduling between the client and candidates and coordinates all logistics. It is important to note that ideally, we try to speak to each candidate several times throughout the interview process so we have several data points to confirm our evaluations. We share our findings and insights with the client through our ongoing collaboration during the interview, evaluation, and selection process.

### **We Assist with Offer, Negotiation and Acceptance.**

We act as an intermediary throughout the negotiation process and secure a commitment from the selected candidate throughout the recruiting cycle. RES believes that no final offer should be extended without reasonable certainty it will be accepted.

### **Reference and Background Checks**

We are happy to complete reference checks on the candidate selected once an offer has been extended and can offer background checks at a nominal charge.

### **Full & Frequent Communication**

We maintain ongoing, open communication with candidates and clients throughout the entire recruiting cycle. We believe our main job is not to “sell a candidate to a client” or to “sell a job to a candidate,” but to provide honest feedback, manage realistic expectations on both sides, and ensure a strong fit.

Experience has shown that full communication throughout the process increases new hire productivity, shortens the learning curve, and provides the foundation for employer and employee satisfaction. Our goal is “no surprises.”

### **Evaluation & Follow-Up**

We follow up with both the candidate and our client for several months after each search is complete. We have learned that communication ensures a smooth and effective transition for both parties. Each success helps build the long-term relationship we value so highly.



### **Please Visit Our Website & View Our Testimonials.**

We're very proud of what our clients and candidates have to say about working with us. We invite you to check out some of the many recommendations we've received from our client and candidate “family.”



To learn more about our services, contact:  
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