



OnBoard Placement Process

Phase 1: Engagement

- Collaboration with Company
- Site visit to assess key selection criteria and company culture (if desired)
- Creation and implementation of marketing strategy
- Research and development of recruiting plans
- Commitment of recruiting time and resources
- Identifying and sourcing target candidates

Phase 2: Presentation & Interviews

- Interviewing and qualifying candidates
- Presentation of top candidates to Company
- Scheduling and coordinating phone interviews and on-site interviews
- Debriefs with candidates and designated Company contact
- Degree verification
- Reference checks

Phase 3: Delivery & Follow-up

- Compensation negotiation
- Obtain offer acceptance
- Confirm start date
- Resignation coaching
- Relocation information provided (if applicable)
- Transition to Company onboarding processes
- Post-placement follow-up with candidate and hiring manager