



Hunter Personnel



Where people
are the solution.

HUNTER PERSONNEL is a staffing and recruiting leader in the OSS market. For years our clients have told us how critical it is to work with a recruiting firm which understands their needs, their business and most importantly the OSS market.

We can offer these benefits because our consultants have in-depth OSS industry and practical experience as they have worked for many of the top OSS companies in the industry. Working with one of our consultants guarantees you will interact with people who understand your business and have the knowledge of the OSS market.

Founded in 1998, Hunter Personnel was one of the first recruiting firms to specialize in the OSS market as we combine traditional search expertise with the reach and speed of the Internet.

Today, Hunter Personnel consultants have instant access to one of the market's largest databases of prescreened professionals. In conjunction with our OSS market presence, and a comprehensive sourcing strategy we can ensure speed, efficiency and quality for clients in the OSS market.

For employers, Hunter Personnel client services provide recruitment in areas of Sales and Marketing, Professional Services, Product Management and Engineering.

For candidates, Hunter Personnel provides access to opportunities with most of the prestigious companies in the OSS market. Hunter Personnel members can apply for many of our client opportunities and our consultants will be available to speak with you to help guide you in your job search.

Hunter Personnel is based in Ann Arbor, Michigan.



RECRUITMENT SOLUTIONS.

Hunter Personnel offers clients a broad range of customized human capital services. Each solution benefits from the in-depth OSS industry knowledge and functional experience of our consultants. This experience guarantees that you will work with a firm which understands your business and has the knowledge to qualify candidates effectively.

Retainer Services

Level 1 - Project Recruitment (L1)

Fully integrated, single-source solution leverages Hunter Personnel's recruitment capabilities, technology and market brand, to reduce your company's recruitment costs while improving quality. Hunter Personnel consultants will manage all of your in house recruiting requirements to deliver world class talent.

Level 2 - Managed Recruitment Services (L2)

For multiple recruiting engagements, Hunter Personnel consultants utilize our proprietary Enterprise Recruitment Methodology to deliver strategies for your organization. Prior to deployment, our consultants evaluate your internal HR capabilities to develop a "co-sourcing" platform emphasizing shared ownership of the recruitment process. Once engaged, our project team adheres to a tightly integrated timeline to deliver high-volume, concurrent hiring without sacrificing quality.



Contingency Services

Level 3 – Individual Priority Recruitment (L3)

Hunter Personnel's L3 Service is the most cost effective and efficient service in the market. Expert consultants will gather your profile requirements and develop a recruitment strategy utilizing multiple sourcing channels, validated cultural assessments and through a global database of more than 1 million prescreened professionals. This service is performance-driven by providing a low-overhead approach which accelerates the recruitment process to meet your organization's specific and strategic requirements.

Level 4 – General Recruitment (L4)

This service is designed to supplement your company's general recruiting strategy. When critical time factors are not present, Hunter Personnel's L4 service is the correct service for your company. When notified of a current opening, this service will consistently deliver quality candidates until the position is filled. It affords your company the opportunity to be selective over a longer period of time.



SIX-STEP RECRUITING PROCESS

To avoid mistakes and wasted times, perhaps the old carpenters' adage puts it best: "Measure twice, cut once."

This is the driving force behind Hunter Personnel's recruiting philosophy. Our Six-Step process is our way of ensuring our clients will not waste any time or money finding the right person for that critical position.

Step One: Employer Discovery

Hunter Personnel understands how crucial it is to have a very solid understanding of the scope and nature of our clients needs. We take the necessary time to gain a full understanding of what is required before we begin work on your project.

Step Two: Search plan

At this point our project team studies your requirements and devises a comprehensive and always flexible strategy to meet your needs. When then pull out all of the stops out to make sure that you are presented with the top candidates in the market.

Step Three: Candidate identification

At this point, we begin a disciplined interview process with candidates to identify the ones that meet your strict requirements. Our goal in this step is to make sure only the top candidates will continue through the process.

Step Four: Candidate interviews

The client is now interviewing candidates and providing Hunter Personnel with valuable feedback on our candidate's performance. If the client is pleased with the results, the interviews will proceed to the final round. However, if the client chooses to meet with more candidates, we will identify additional candidates.



Step Five: Employment offer

Hunter Personnel maintains close contact with all candidates during the entire interview cycle right up to the start date. Candidate salary requirements, counter offers and availability to start will be verified in this step. We work closely with all parties to make sure the hiring process runs smoothly and is pleasant for all involved.

Final Step: Client and candidate satisfaction

It is our goal to make sure the process for our clients and candidates be a smooth and pleasant experience. We will follow-up with our client and candidate to make sure they were happy with our services. We pride ourselves in our ability to provide our clients and candidates with the most professional service in the industry. If there is anything that we need to do to improve our services, we are very receptive to change.





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For more information, call Hunter Personnel at 1-866-464-8683 (GO HUNTER)
or visit us on the Web at <http://www.hunterpersonnel.net>