

# Executive Search Overview



LC Staffing's approach to professional and executive search is a guided customer-centered process that delivers a results-oriented recruiting and hiring solution. As Professional Search Recruiter with over 15 years of industry experience, I have recruited for every industry and placed all levels of employees from the production floor to the C-Suite. I take my time to fully understand each company's needs and actively seek out the best candidate to fill the role. As a fellow Montanan I understand the importance of not only finding the right experience and education but also the right personality, values, and purpose to become a great team member and neighbor. A few of my most recent executive placements include the CEO, CFO, Program Director, and VP of Compliance.

Our recruiting service investment fee is contingency based, only due if we provide for you the right fit which you choose to hire. We don't just "post and pray", we skillfully source and identify top talent based on the results and objectives you seek in a Director and recruit them to consider this opportunity. I pinpoint my headhunting activities to what is important to you, whether that be previous experience, education, or proven success in achieving certain goals or objectives. Our fee is 20% of the successful candidate's first year salary with a 90-day guarantee.

What LC can do for you:

- Execute targeted recruiting actions such as sourcing and direct recruiting top candidates via target organizations and associations most likely to yield a successful candidate.
- Conduct internal and external database searches for candidates who meet the job requirements and have similar professional experience.
- Strategically post the job on a variety of job boards including paid sites.
- Take the time to screen and interview every applicant and referral and assist in narrowing down the candidate pool using a developed and defined nondiscriminatory rating system.
- Check top candidate's work references, verify certifications and education, and provide requested skills screening (LC has over 700 online assessments available through SkillCheck).
- Develop interview questions and a scoring system for all questions.
- Present quality candidates to include written summary and detailed report of the candidate's education, career history, honors and awards, strengths and weaknesses, key motivators and resumes.
- Assist in the interview and hiring process to include scheduling and offer negotiation.
- Conduct requested criminal background check, credit check, media check and civil litigation check on the candidate offered the position.
- LC offers third-party objectivity and impartial screening with a commitment to diversity and inclusion.



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