

Engaged Search - Our Total Partnership Process

Top People Make Your Company Thrive. Finding
Those People Can Be Hard.



Step 1: Client Assessment

We listen to our client's needs through an extensive discussion to define company culture, business model, products/services, and determine goals of our search assignment.

Understanding the core of our client will streamline each future search regardless of the specifics of each unique assignment.

Step 2: Define Search Requirements

Based on our consultation, Schaper Associates and our client gather key notes to develop or refine a specific job description. Expectations of the role, time line of hire, and a recruiting strategy are clearly defined.

Step 3: Implement Research

Utilizing our proprietary proven methods, we compile a comprehensive list of companies and names to target qualified candidates.

Step 4: Execute Recruiting Strategy

Our recruiters invest significant time connecting with potential candidates to filter through our screening process.

Step 5: Finalists are Submitted

The most qualified people (typically 3-5) are selected and presented to our client including summaries and resumes.

Our recruiter will prepare the client to gain the most information from each interview.

Step 6: Interviewing

We coordinate interviews and debrief all parties so the client can determine potential hires.

Step 7: Offer Letter & Counteroffers

Our closing strategy includes coming to terms on compensation, benefits, educating the candidate on counteroffers, extending the offer, and receiving a signed acceptance letter.

Step 8: Follow Up

We stay in touch with all parties during the transition of the hire and include guidance throughout the on-boarding process.

The best talent won't look
for *you*. You need to find
them, which is why we are
experts at **sourcing** passive
job seekers.
