

Executive Recruiting

Full Service Executive Recruiting & Consulting Solutions

Identifying top-notch executive talent requires a deep understanding of industry dynamics, a comprehensive network of connections, and the ability to effectively assess a candidate's leadership potential and cultural fit. We can help streamline your hiring process - from crafting job descriptions to sourcing and interviewing qualified candidates - and make strategic hires that drive long-term success for you.



Our executive recruitment team can offer two levels of support: **full-service executive recruiting** and **executive recruitment consulting**.

Full-service executive recruiting is a comprehensive process that includes the following 10 steps:

▶ 1. POSITION IDENTIFICATION

We begin by working closely with you to identify the precise requirements and qualifications for the executive position you seek to fill. Understanding your organization's unique needs is the foundation for success in this process.

▶ 2. KICK-OFF & CULTURAL ALIGNMENT

In an immersive kick-off session, we dive deep into your organization's culture, values, and expectations. This crucial step allows us to align our search strategy and help make sure we find candidates who not only possess the right skills, but have the potential to fit seamlessly into your organization.

▶ 3. CRAFTING & POSTING A COMPELLING JOB DESCRIPTION

Our team crafts a compelling and comprehensive job description that highlights the key aspects of the role. We leverage our expertise in executive recruiting to create a custom narrative that attracts top-tier talent.

RECRUITING ROAD MAP



- ▶ Position Identification
- ▶ Kick-Off & Cultural Alignment
- ▶ Crafting & Posting A Compelling Job Description
- ▶ Casting the Net for Candidates
- ▶ Candidate Screening
- ▶ Presenting Top Candidates
- ▶ Facilitating Interviews
- ▶ Market Guidance on Compensation
- ▶ Crafting an Offer
- ▶ Seamless Offer Coordination

KPM
CPAS & ADVISORS

Level Up Your Recruiting
Secure Top-Notch Executive Talent For Your Team

▶ 4. CASTING THE NET FOR CANDIDATES

With a tailored job description in hand, we cast a wide net, leveraging our extensive network, industry connections, and sourcing techniques to identify exceptional candidates who may or may not be actively seeking new opportunities.

▶ 5. CANDIDATE SCREENING

Our rigorous screening process helps make sure that only the most qualified candidates are considered. We evaluate candidates based on their skills, experience, cultural fit, and leadership potential to help make sure they align with your organization's vision and goals.

▶ 6. PRESENTING TOP CANDIDATES

We summarize the top candidates, providing you with comprehensive profiles that highlight their qualifications, achievements, and potential contributions to your organization. Our detailed insights help you make informed decisions at every step.

▶ 7. FACILITATING INTERVIEWS

We coordinate and facilitate the interview process, helping to ensure a seamless experience for both you and the candidates. If confidentiality is a concern, we can arrange interviews in the privacy of KPM's office.

▶ 8. MARKET GUIDANCE ON COMPENSATION

Our team provides valuable market insights and guidance on wages and benefits to help you structure a competitive compensation package, which aligns with industry standards.

▶ 9. CRAFTING AN OFFER

Our experts meticulously craft offer letters that not only outline the terms of employment but also protect your organization's interests. We help make sure the offer is compelling; providing clarity and confidence to the candidate. As part of this process, we can integrate compliant background checks tailored to fit your needs.

▶ 10. SEAMLESS OFFER COORDINATION

We take care of the details, coordinating the offer, negotiations, and start date. Our goal is to provide a seamless introduction for the candidate, helping facilitate a positive onboarding experience and setting the stage for their success within your organization.

SUPPORTING YOUR RECRUITING NEEDS



If you don't have the need for full-service executive recruiting, but still need support, we also offer executive recruitment consulting. This offering includes essential elements such as crafting a compelling job description, expert guidance on optimal job posting strategies, and assistance with up to four hours of interviewing and preparing the offer letter.

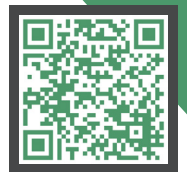


NO MATTER THE LEVEL OF THE EXECUTIVE LEVEL RECRUITING SUPPORT YOU NEED, KPM CAN HELP. CONTACT US TO LEARN MORE.

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Let's Connect

Contact Us Today To Speak With Our Advisors