

# STAFFING & RECRUITMENT STRATEGY

Hire & retain top talent.

ALIGN CAREER SERVICES LLC





# Align Career Services

We've helped diverse companies across many industries, fill their hard-to-fill roles in under 30-days.

As one of the leading staffing and & recruiting agencies, we offer only the best talent. From Direct-Hire, Contract Staff, Temp-to-perm, Executive & Technical Searches, Internal Retecruiting Support Programs, to Candidate List Creation.

We have a lot of companies that are interested in working with us but we're very picky with who we work with because the last thing we'd want is to waste someone's time.

Our placement specialists work with you to transform your staffing and recruiting strategy, selecting only the highest-caliber candidates to support your operation for now and for the future.





## SERVICES OFFERED:

### Personnel Placement

Also known as a recruiter, a personnel placement firm will find potential candidates to interview for open positions within a company.

### Executive Search

Also known as headhunters, executive search firms recruit for highly visible, senior-level management positions.

### Temporary Staffing

Sometimes called temp agencies, temporary staffing firms provide skilled employees to fill a position for a short period of time.







## Roles We Specialize In:

Across permanent and contract recruitment, we have the tools and networks to deliver for even the most niche requirements. Below are just some of the many roles that we've successfully recruited for recently in.

### Executive

Chief Executive Officer  
Chief Marketing Officer  
Chief Operating Officer  
Executive Director  
Vice President  
President  
General Counsel  
General Manager

### Mid-Senior Level Management

Department Heads  
Supervisors  
First-Line Managers  
Team Leaders  
Technicians

### General Support

Customer Service  
Operators  
Administrative  
Front Office  
Back Office  
Remote Support





## THE WHAT



### Quality Service

Our focus is on delivering quality candidates to prospective employers through our unique and powerful recruiting solutions. We are a customer-centric company with unmatched industry knowledge, service excellence, and a passion for ensuring client satisfaction and success.



### Smarter Web Recruitment

With our proven blend of expertise and candidate reach within the largest pool of active and passive candidates in the industry, our clients receive quality candidates withindays of submitted an open position.



### Internal Database

We have an extensive internal database of experienced candidates that are motivated and ready to hit the ground running.







## THE WHY?

**Up to 80% of "recruiting" now happens prior to application.**

This is a data point worth opening with; the very top of the recruitment funnel - and the activities it entails-has expanded in recent years. The majority of talent who accepts job offers weren't out looking for a new role: someone actively sought them out and offered them something that bested where they were currently at.

This explains the recent turn to outbound recruiting activities and the industry's quest for best practices around discovering the best, most qualified passive talent; engaging them, and nurturing them until they're ready to enter the process for your next open role.







### **Ramp up your customer expansion program**

Capitalizing on opportunities with existing business relationships



## **WHY DO YOU NEED TO ENGAGE PASSIVE CANDIDATES?**

Sourcing improves both quality of hire and workforce diversity; and it ultimately reduces time to hire and cost of hire because you're constantly building and nurturing a pipeline of talent: sourced candidates are hired at more than twice the rate at which inbound applicants are hired.

All of this explains why, in a recent survey, nearly 70% of talent leaders expressed that their highest-priority initiative for 2021 was sourcing and growing pipeline. What's more, 60% said that they plan to invest their TA budgets in insourcing tools and tech this year - making sourcing and outreach tools the most popular addition to recruiting tech stacks in 2021.





# JUST LOOK AT THE NUMBERS

**70%**

of the global workforce is made up of passive talent-meaning that if you only rely on inbound, you're only tapping into 30% of the workforce.

**90%**

of candidates prefer to be contacted by email (rather than phone or InMail) about job opportunities.

**68%**

of organizations say their top recruitment priority is sourcing candidates directly.

**59%**

of talent leaders say they're investing in sourcing tools and tech in 2021 to up their teams' outreach games.

**2X**

Sourced candidates are hired at more than twice the rate at which inbound applicants are hired.

**69%**

of talent leaders say that sourcing/growing pipeline is their #1 priority for 2021 - a strategy only possible through passive talent outreach and brand awareness.

**85%**

of all talent (active and passive) is open to hearing about new job opportunities...they just may not have heard about you yet.

**121**

The average prospect receives as many as 121 emails a day, indicating the necessity of cutting through the noise.



# WHY ALIGN CAREER SERVICE:

## Quality Recruitment and Sourcing

**Our unmatched industry knowledge, high-impact recruitment - multichannel sourcing capabilities, and our extensive database of internal candidates, give us the capacity to quickly source and endorse quality talent.**

This is why people turn to us for their outbound recruiting activities and the quest for best practices around discovering the best, most qualified passive talent; engaging them, and nurturing them until they're ready to enter the process for your next open role.





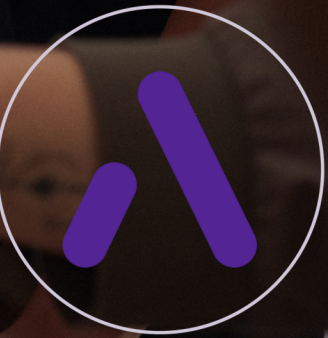


The How:

# Ready to Get Started?

Use the link below to book a strategy call with one of our recruitment experts.

[HTTPS://CALENDLY.COM/ALIGNMYCAREER/DISCOVERYCALL](https://calendly.com/alignmycareer/discoverycall)



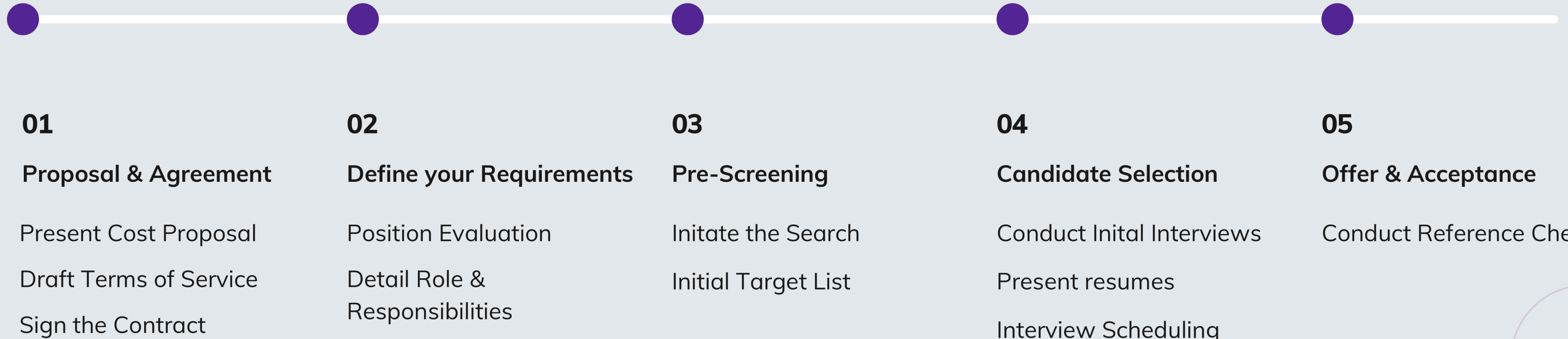


## Ramp up our customer expansion program

Capitalizing on opportunities with existing business relationships

# Roadmap

We target a 20% increase in new contracts every month.





# Pricing Model

## Type of Hire

**Direct Hires**

**Contract Hires**

**Temp to Perm Hires**

**Freelancers**

## Cost

25% of gross annual salary

Fixed hourly cost

10% of gross annual salary  
when hired full time

Fixed hourly cost

## Time of Payment

Due within 30 days of hire

Billed monthly

Billed at the time of full-time hire

Billed monthly



# Ready to work with us?

Contact our office today

**Align Career Services LLC**

(877) 912-4981

[hello@aligncareerservices.com](mailto:hello@aligncareerservices.com)

[www.aligncareerservices.com](http://www.aligncareerservices.com)

