



Sanford Rose Associates®
EXECUTIVE SEARCH

OUR PROCESS

A PUBLICATION OF SANFORD ROSE ASSOCIATES – DALLAS NORTH

Working with Sanford Rose Associates

A key factor in determining the success or failure of any company is the strength of its management team. It is this premise that drives our purpose. Sanford Rose Associates Dallas North professionals have more than 30 years of recruitment and global telecommunications and security management experience working in markets around the world. We have an extensive network of more than 200,000 excellent active and passive candidates in our candidate database – people like you. We are focused on providing best-in-class search services for director level positions and above.

Understanding the dynamics in the job market coupled with our strong domain knowledge provides our clients with a powerful resource to help them attract and retain talent. According to the 2008 Executive Job Market Intelligence Report, companies look for individuals who are known entities and have proven track records. Our Multi-Dimensional Search® Process enables us to find candidates who have the right talent, skills and chemistry working at all levels. This is the mark of a quality search firm that has the experience and know-how to not only meet but exceed employers' expectations.

Our Goals

- **Provide** key people who truly make a difference to our clients.
- **Provide** high-value to our clients by finding better candidates faster than other search alternatives.
- **Demonstrate** that our industry specialization and experience makes a substantial difference in the quality and speed of placement.

Sanford Rose Associates recruiters work on behalf of client companies to identify and recruit highly qualified professionals. In every search, we establish a solid working relationship with the client company, which includes developing a thorough understanding of the position, organizational structure and company culture. We then search for the most qualified candidates, using our extensive network of referral sources, research team and internal databases. After identifying and presenting qualified candidates, we arrange interviews, negotiate employment offers and assist with job transitions. Sanford Rose Associates Dallas North works on a Retained basis or exclusive contingency. However, we work on a "Performance-based" basis and shift the completion risk away from our clients. Our fees are less expensive than larger search firms and we offer more flexibility with regard to the up-front retainer. All other fees are performance-based, reducing the risk of our clients. We have very few "off-limits" agreements, giving us access to a larger pool of candidates.

Search Timing

Once the Position Profile is completed and agreed, and the Agreement is signed, we begin the search in earnest and aggressively. Our typical time line is as follows, depending on the availability of the hiring manager.

- First 10-14 days – Present 3-4 “calibration” candidates
- Week 2-4 – we interview/meet live, video or on the phone (depending on clients preference) with select candidates
- Week 4-6 – We present the best 4 to 6 candidates to the hiring manager and suggest that he/she conduct a phone screen with the top 3-4
- Week 6 – Schedule on-site interviews with the top 3 candidates

Our Support

- Free organizational consulting/planning and compensation guidance
- Industry insights and ongoing communications...we stay “...in the know”.
- Free CEO Insights publications and SRA Update
- Courtesy connections and introductions as appropriate
- Guarantee:
 - ✓ 3 month for Directors
 - ✓ 6 months for VP’s
 - ✓ 12 months for CEO/Board level
- High-quality and high-touch – Status meetings every 2 weeks

Sanford Rose Associates has 65 independently operated offices globally, and is a member of the International Executive Search Federation (IESF). IESF is the world’s largest retained executive search federation. With IESF we have 160 offices in 40 countries, making our enlarged network the most extensive in the executive search industry.



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