
Profiled Resume Search Program

The Concept

As an alternative to a contingency-based search, this program will enable our clients to fill the gap between internet recruiting and an all out search with one of our headhunters. By off-loading all of the processes involved in a time consuming internet recruiting program, your staff will be left to handle only the interviews of pre-screened candidates in the geographies and skill sets that you need.

Designed for large staffing projects (5 or more hires at one time), our Profiled Resume Search Program enables our clients to attack multiple positions and geographies at one time. CK Mahoning is staffed with skilled recruiters, not researchers. As a result, your searches, whether you need an all-out contingency-based search or under the Profiled Resume Search Program, will be handled by recruiters that are trained to find the best talent for our clients...not just the information on a candidate's resume.

The Internet is a powerful recruiting tool — but identifying the right candidates from thousands of faceless e-mails can be overwhelming. Let CK Mahoning save you time by weeding out responses that don't fit your requirements.

How It Works

1. **CK Mahoning reviews a detailed job description** of the position(s) you want to fill.
2. **You set search priorities and timeframes.** For numerous job orders, CK Mahoning focuses on hiring in geographies (or for positions) as you prioritize. For example, we can attack three positions in each of the next four quarters, or find candidates for 20 positions at once. Timeframes are determined by you and the ability of your hiring managers to perform the interviews.
3. **CK Mahoning posts one direct advertisement per position and proactively mines resume databases**, such as Monster.com and HotJobs.com. Instead of having to choose (and pay for) one job board at a time, you can find the most qualified candidates listed on up to five major job boards — at the price you'd pay to search one!

Pricing

\$4,000 per position

While there is no minimum or maximum* number of positions required, this program is ideal for clients seeking to fill multiple positions and/or positions in multiple geographies at one time.

Terms and conditions of each search can be discussed with your recruiter.

What We Do

- Search major job sites for potential candidates (Monster.com, HotJobs.com, and other industry-specific sites)
- Match job requirements with skills and experience listed on candidate resumes
- Conduct initial telephone interviews with candidates to clarify resume details and discuss job essentials.
- Eliminate unqualified or disinterested candidates**
- Provide you and/or your hiring manager(s) with information about qualified candidates.

What You'll Receive

- One direct advertisement for each position, in the geography of your choice.
- Access to resume databases on up to five major job boards.
- Resumes and prequalification forms e-mailed to you and/or your hiring manager(s).
- Frequent status reports and results for each position in your staffing project.
- Ability to change to a discounted, all-out contingency-based search, if desired.

* If recruiting 25 or more positions at once, CKM will work with you to set a timeline based on our ability to execute your search with acceptable results and your company's ability to interview the number of candidates.

** Even with the most stringent recruiting practices, CKM cannot account for candidates who exaggerate their qualifications or change their interest level.

While we will not guarantee filling your positions with our Resume Profile Search Program, we will strive to provide you with the best resources and best possible service. Our reputation depends on it.