

To hire exceptional candidates for highly competitive roles, you need a better way to recruit.

# ENGAGED SEARCH SERVICES



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Retained Search is ideal for sourcing top talent...but it is VERY costly.  
Contingent Search is low risk...but you rarely see the best candidates.

# INTRODUCING ENGAGED SEARCH

*A better way to hire highly skilled professionals and executives*

At RodgersHouder, our leadership team has more than two decades of recruiting experience. We've worked with hundreds of clients ranging from venture-funded startups to Fortune 500 corporations. In an effort to eliminate the inherent costs and flaws of traditional retained and contingent recruiting, we developed a new approach: the Engaged Search model.



## *What is Engaged Search?*

Engaged search is a hybrid between retained and contingent search services. Like a retained search, we take a team approach to the assignment, leveraging the people and sourcing strategies necessary to find the best candidates in the field – regardless of where they may be working today. Like contingent search, we offer a “no-risk” guarantee.

## *Why Engaged Search?*

- *Team approach to recruiting* – allows for more thorough sourcing.
- *Better alignment* of client and recruiter goals for hard-to-fill positions.
- *Extensive direct recruiting* to source the best talent IN the market. Not just the best talent ON the market.
- *Reduced cost* – at least 20% less expensive than contingent search services.
- *Low risk* – our guaranteed results mean your financial risk is ZERO.

## *What's wrong with Contingent Search?*

On the surface, contingent recruiting seems like a perfect solution. Low risk. Professional recruiting. But here is the problem: When talent is scarce, contingent recruiters cannot and do not invest the necessary resources into talent acquisition. They don't have the support or financial incentive to spend their time on hard-to-fill positions. They focus on speed over quality. And the fees you pay have to compensate the recruiter for all the time spent not making the placement.

As a result, with contingent search, you typically see the best talent “on the market” (i.e., those actively looking for work) rather than the best talent “in the market.”

*With Engaged Search, you get: Better candidates. Lower costs. Guaranteed results.*



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# ENGAGED SEARCH PROCESS

## *Assessment & Recruiting Consultation*

- Initial meeting to discuss scope of hiring requirements
- Review current recruiting activities and status
- Determine most appropriate hiring strategy

## *Engagement*

- Draft contract for services and determine engagement fee structure
- Acceptance of terms and engagement fee

## *Research & Analysis*

- Competitive analysis of target role and industry
- Review and optimize position description
- Define ideal candidate

## *Sourcing Strategy*

- Develop list of target companies and individuals
- Leverage industry networks, social media and traditional recruiting tools
- Direct recruit targeted candidates

## *Candidate Assessment*

- Extensive phone interviews
- Preliminary reference checks
- Background verification

## *Finalist Presentation*

- Structured profiles are prepared for each top candidate
- Coordinate remote and on-site interviews
- Conduct in-depth personal and professional reference checks

## *Offer Negotiation & Acceptance*

- Provide market data to assist with offer presentation
- Assist (as desired) with offer negotiations

## *Final Placement*

- Coordinate transition plan and proactively deal with counteroffers
- Success fee billed with a 12-month guarantee



*With RodgersHouder Engaged Search, we truly become an extension of your team enabling you to successfully recruit top talent more quickly and cost-effectively.*

## OUR CLIENTS INCLUDE



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# ABOUT

## RodgersHouder

Headquartered in Chicago, RodgersHouder provides human capital solutions to organizations ranging from startups to the Fortune 500. We offer a variety of services to meet your talent resourcing needs, including retained and engaged professional search, contract, and contract-to-hire staffing.

### *Our Industry Specialties*

Industrial  
Consumer Products  
Manufacturing  
Aviation / Aerospace  
Automotive / Heavy Truck  
Packaging  
Oil & Gas / Chemical

### *Our Functional Expertise*

Human Resources  
Accounting / Finance  
Manufacturing  
Engineering  
Information Technology  
Sales / Marketing  
Purchasing / Supply Chain



# *the* RodgersHouder DIFFERENCE

*We source the best talent in the market.*

We dig deeper to find the candidates who are an ideal match for your organization, not just the best people looking for work.

*We create an exceptional hiring experience.*

We work closely with your team to make the hiring process easier, faster and more efficient.

*We deliver greater ROI.*

Our services will improve your quality of hire, drive growth, improve retention and corporate stability, enhance productivity and yield a higher return on your recruiting investment.

*We offer a 12-month guarantee.*

We stand behind our services with a one-of-a-kind full-year guarantee.





RodgersHouder

*human capital solutions™*

630.613.7315

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