



# Bluewater Talent Finder Service

Talent Finder bridges the gap between in-house recruiting and outsourced retained search.

**Bluewater's Talent Finder** is designed to bridge the gap between in-house recruiting and professional retained search. With three levels of service depth from which to choose, Bluewater's experienced team of search and selection specialists use their knowledge and systems to add significant value and lift to our clients' in-house recruiting staff, resulting in more effective and efficient recruiting, resulting in better hires and increased retention.



**Richard Sien**  
*Principal*



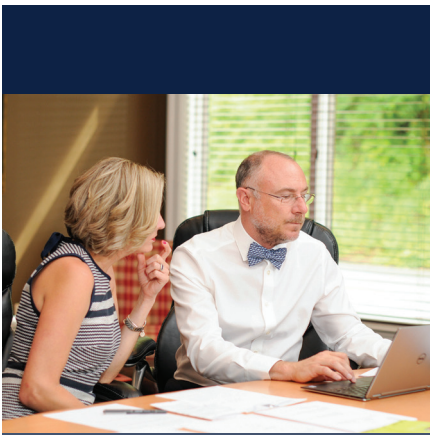
**Teresa Adams**  
*Director*

## Level 1 - Foundation + Analytics

- ❑ Craft the job advertisement/posting from information provided by our client.
- ❑ Post the position on at least two major online job boards for four weeks. Incoming resumes are delivered directly to our client's HR team or client liaison.
- ❑ Provide a Job Attributes & Soft-Skills Survey link for up to three individuals at our client firm, who are familiar enough with the position to add value by participating in the online Job Attributes & Soft-Skills Survey.
- ❑ Provide via e-mail a detailed Combined Job Attributes & Soft-Skills Report. This report, based upon survey data gathered from input from you, our client, provides the general behavioral, motivational and soft-skill profile for a top performer in the position. This comprehensive report also provides experiential open-ended interview questions our clients find extremely valuable, enabling interviewers to ask the soft-skill questions that matter most.
- ❑ One (1) DISC & Driving Forces Assessment & Report on hired candidate to help hiring managers understand the new employee's communication style.

## Level 2 - Intermediate Analytics

- ❑ All components from our Level 1 - Foundation + Analytics Talent Finder.
- ❑ A full job benchmark session, where a client dialogue (conference call or web-enabled meeting) with a Bluewater Search specialist results in the top three-to-five key accountabilities of the position, along with their respective rank and weights (approx. time/energy % for each key accountability). This provides clarity, enhances client interviewing and selection, and paves the way for position clarity and accountability, from the client perspective as well as the new-hire.
- ❑ Development & delivery of the Key Accountabilities Statement, allowing for our clients to upgrade their existing job description.
- ❑ Up to three (3) Candidate Talent Insights (DISC & Driving Forces) Assessments/Reports.
- ❑ Integration Portfolio for individual hired, which includes the new-hire's full report, gap report as compared to the combined Attributes & Soft-Skills Report, and access to online learning modules relevant and customized to the position and the new-hire.
- ❑ A state-level criminal background check, and degree-level/education verification for the individual offered the position.



## Level 3 – Advanced with Proactive Professional Sourcing

- All components from Levels 1 & 2 Talent Finder
- Proactive sourcing, identification and outreach to 20+ targeted candidates. This includes Bluewater Talent Management professionals using proactive and proprietary search methodology to search for and identify at least 20 target candidates for your specific position. All candidate replies will be forwarded to our client liaison, who will then make the Go/No-Go decision to further pursue the candidate. Please note that based upon the employment market and some tight levels of position specification and talent pool, Bluewater cannot guarantee the responsiveness of candidates. We will, however, provide a list of all candidates targeted, along with date and type of contact attempt made.

**Bluewater’s experienced team of specialists add significant value and lift to our clients’ in-house recruiting staff, resulting in more effective and efficient recruiting, and ultimately better hires and increased retention.**

	Level 1	Level 2	Level 3
Development of job ad / posting	✓	✓	✓
Post position on at least two major job boards	✓	✓	✓
Provide three individuals with link to take Job Attributes & Soft-Skills Survey	✓	✓	✓
Provide combined Job Attributes & Soft-Skills Report	✓	✓	✓
Provide link for hired employee to take DISC & Drivers	✓	✓	✓
Provide link for up to three finalist candidates to take DISC & Drivers		✓	✓
Conduct job benchmark session to define key accountabilities		✓	✓
Provide Key Accountabilities Statement		✓	✓
Provide integration portfolio		✓	✓
Conduct background check on final candidate		✓	✓
Provide professional proactive sourcing of 20+ targeted candidates			✓

**877.543.0525    [www.BluewaterSearch.com](http://www.BluewaterSearch.com)**