

Ciresi & Ciresi

Executive Search & Placement

Why Should I Use Ciresi & Ciresi, LLC?

- ✓ We produce higher caliber candidates. The majority of the candidates we recruit are happy in their position when we contact them. However, they are receptive to considering an opportunity that may represent an enhancement in their personal/professional lives. Our clients continue to use us year after year.
- ✓ The candidates we produce will regularly outperform their counterparts hired through other sources. The service charge paid to us is insignificant when compared against the positive impact a solid hire can have or the damage that can result from a bad one.
- ✓ The longer a position remains vacant, the greater cost there is to the company. Past history demonstrates our speed at reducing that cost.
- ✓ As a third party, we are privy to information that is vital when considering a candidate for hire. We are in a unique position to possess privileged information you otherwise would not have.
- ✓ We act as a buffer in handling the financial negotiations. This helps in attracting candidates at more reasonable compensation levels.
- ✓ It is undesirable for a company to do direct recruiting out of their competition. It can harm their reputation, provoke a counter-attack, and is usually less effective. As a third party we are able to do this effectively without jeopardizing our clients' reputations.
- ✓ We land the tough ones. Our track record is exceptional and we have faced almost every conceivable obstacle. We tap into the candidate's motivations and positioning you as the solution.
- ✓ The hiring decision is a shared one. We take accountability for a reasonable length of time and replace a candidate that doesn't work out.
- ✓ Our time and involvement is not light. A quick numerical analysis may shed some light on the process.
- ✓ Extensive research to name gather the right target audience
 - 600 phone calls results in 200 conversations
 - 200 conversations yields 50 potentially interested candidates
 - 50 candidates recruited produces 10 qualified people for us to screen
 - 10 pre-screened candidates results in 5 candidates who are ultimately presented
 - 5 presented candidates produces 3 or 4 candidates interviewed that provides the ultimate candidate hired.