

ALIGNING EXPECTATIONS



Ropella's  **SMART Search System** works best as a partnership.
Let's get on the same page for the best results.

WHAT YOU CAN EXPECT FROM ROPELLA

Based on 35 years of proven success

- » A highly professional and thorough Search Strategy Conference in advance of search launch.
- » A thoughtfully developed **Research Strategy** to identify prospects with the correct titles coming from the right target companies, submitted for your approval within 3 days of the Search Strategy Conference.
- » A custom **Opportunity Marketing Piece (OMP) and Skill Survey (SS)** created for your approval within 3 days of the Search Strategy Conference.
- » Minimum **biweekly updates** to address the status of the search, candidates in motion and activities needing focus.
- » **Qualified candidates** who are interested and have been thoroughly screened are presented for your review in about 10 days of final OMP, SS, and Research Strategy approval.
- » An **Offer Strategy Summary** and recommendation that will assist you in preparing for the offer and acceptance process to ensure a much greater likelihood of rapid acceptance.

WHAT WE EXPECT FROM OUR CLIENTS

It will help us serve you better

- » A carefully thought out **position description, agreed to internally** by key members of the hiring team prior to launching the search.
- » **Full access to the hiring manager** to complete our Search Discovery Questionnaire and participate in the Search Strategy Conference.
- » **All leads and prospective candidates (from any source) will be referred to Ropella** to ensure that all candidates are thoroughly vetted using the Ropella SMART Search System®.
- » **Prompt candidate feedback** (or requests for more information) within 2 days of candidate submission or completed interviews.
- » **A commitment to hold interview appointments.** Scheduling interviews is like herding mice. It's never fun to do it twice.
- » **A commitment to courting candidates.** Successful recruiting is all about relationships before, during and after the search is completed (much like dating). Courting candidates is the difference between hiring the right candidate or losing them to the competition.
- » **A commitment to make decisions and move swiftly** with candidates considered finalists. **"Time kills all deals."**
- » **A commitment to consider our TOffer Strategy Summary** and to discuss the best path forward with us (before presenting an offer) to successfully close the offer and acceptance process.
- » **A commitment to share any changes in search direction** with us immediately.
- » **A commitment to assist us with Accounts Payable** to explain the Agreement Terms for timely payments.

Committed to by Ropella Representative

Reviewed by Client Representative