



**Granite** Consulting

# Talent Pipelining

# Talent Pipelining – Our Services

Granite Consulting provides flexible and customized candidate sourcing services focused on the front end of the recruitment chain; first identifying, then proactively engaging and nurturing relationships with top talent. Our Talent Pipelining services include:

<b>Understand</b>	<b>Targeted Talent Hunting</b> Whether your looking for niche talent in Rimouski, Edmonton or internationally, we possess the expertise to map the market and help you understand who the exceptional talent you are targeting and how to contact them.	<b>Educate</b> <b>Competitive and Market Intelligence</b> Once engaged, our candidate sourcing experts not only hunt for talent, they are also trained to gather and provide key market intelligence which you can use to strategically position your organization in attracting talent. You own 100% of the results.
<b>Engage</b>	<b>'Lead' to Candidate Conversion</b> Engaging targeted candidates and selling your career opportunity requires experience and finesse. Our Sourcing Specialists are skilled and tenacious. We work tirelessly to transition leads into engaged and interested candidates.	<b>Communicate</b> <b>Measureable Results and Reporting</b> Possessing the appropriate data means being able to track success and a return on your investment. Granite Consulting is committed to transparency and providing you with clear activity reporting to help you follow and monitor our progress.
<b>Qualify</b>	<b>Candidate Qualification and Prescreening</b> An interested candidate is not necessarily a qualified candidate. Technical, organizational or otherwise. Fit is an extremely important consideration for your firm. We help to save you time and expedite the interview process by finding and qualifying top talent upfront.	<b>Manage</b> <b>Self-Managed Recruitment Teams</b> Each and every Talent Pipelining solution is a unique project for Granite Consulting. A team is assembled based on your needs and is managed by a Granite principal so you can focus on other, more pressing priorities.

# Talent Pipelining – Your Competitive Advantage

Granite Consulting is a recruitment partner committed to your success. We will work with you to ensure our Sourcing Specialists have a strong understanding of your firm's culture and environment, and ensure that your organization's employment brand is preserved and well represented.

## Adaptable

- A flexible solution that provides you with access to Head Hunting/Sourcing Specialists.
- A resourcing solution that allows you to quickly scale up and scale down as needed.
- Resumes and candidate notes can be added directly into your ATS for future reference and tracking.

## Expertise

- We work with the best recruitment and sourcing talent available to focus on your needs and deliver results.
- Our Sourcing Specialists have unparalleled access to the best and most innovative tools and methods in the industry.
- Each Talent Pipelining project is led by a Granite Principal. We are seasoned recruitment leaders.

## Cost Effective

- Each Talent Pipelining solution is customized to suit your needs. You only pay for what you use.
- Granite Consulting is an invested partner. We absorb some of the upfront costs to help ramp up quickly and deliver results.
- Pricing discounts available based on volume.

## Side By Side Comparison with Other Recruitment Options

### Granite Talent Pipelining

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**Candidate Ownership:**

You “own” all candidates sourced.

**Market/Candidate Research:**

A complete list of market data and insight, candidate feedback, and competitor intel is provided to you.

**Candidate Involvement:**

Headhunting, qualification, prescreening and candidate presentment.

**Reporting:**

Itemized activity reporting is provided to help you keep your Stakeholders informed.

**Cost:**

7-10% of base salary depending on volume.

### Contingent Agency

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**Candidate Ownership:**

Agency continues to market same candidates to other companies.

**Market/Candidate Research:**

None provided.

**Candidate Involvement:**

Database check, qualification, prescreening and candidate presentment.

**Reporting:**

None provided.

**Cost:**

20-25% of base salary.

### Retained Search Firm

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**Candidate Ownership:**

Firm continues to market same candidates to other companies.

**Market/Candidate Research:**

Brief and Summarized information may be provided.

**Candidate Involvement:**

Headhunting, qualification, prescreening, interviewing and candidate presentment.

**Reporting:**

None provided.

**Cost:**

40-45% of projected 1<sup>st</sup> year income including bonus + expenses incurred during search is paid to firm.