

## Our step by step search and recruiting process can be summed up in these specific steps:

- Coordinate the position description and alignment with our client's needs and parameters.
- Interview the hiring manager for clarification of hiring needs.
- Research to identify the logical talent pool.
- Check our existing database for leads.
- Source to narrow down our research results.
- Recruit.
- Qualify candidates by initial phone interview against the necessary job requirements.
- Sift the potential finalists from the wishful thinkers, tire kickers, window shoppers and underqualified.
- Perform in-depth interviews with potential finalists.
- Reference check performance at client's request. (Most clients prefer to perform their own reference checks.)
- Arrange and coordinate the interview schedule.
- Prepare and counsel nominees for interviews by spelling out company needs, culture, organizational fit, hiring authority, personality, etc.
- Debrief candidates after each interview, answering questions, etc.
- Debrief client hiring authority after each interview, assessing strengths, weaknesses, incompatibilities, etc.
- Coordinate with hiring manager on possible job offers to be made and set the stage for acceptance.
- Participate with company in providing necessary information required for negotiating an acceptable offer.
- Reconcile any differences with finalist candidate to smooth the way for offer acceptance.
- Assist selected candidate in cleanly terminating current position.
- Work with spousal placement, if necessary.
- Follow up after placement to assure new employee integration.

## Contact Us:

The Ag Recruiter® is the Agricultural Search and Recruitment Firm. We specialize in direct hire Retained Executive Search and Recruiting for the Agricultural Industry. If you are an employer with a need to hire an executive or professional in the Agribusiness Industry then look no further than The Ag Recruiter®.

We identify and recruit top executives and professionals for employers in the Agricultural Industry. Whether you are a for profit company or not for profit association in the Agricultural Industry we look forward to serving you by being a one stop solution for your executive and professional recruiting needs.

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# EMPLOYERS



## How we can help grow your business and impact your bottom line:

When people are not looking for a new position, they don't spend much time looking for open jobs on the Internet and they are not reading job posts. These highly sought after individuals have to be approached and pursued by a good recruiter and convinced to look at a new job opportunity.

This is where The Ag Recruiter® can benefit you, the employer.

We have a proven track record, extensive database and relationships with top talent (and up-and-coming talent) in the marketplace, and we can quickly and effectively identify qualified candidates for your most critical job openings. Our mission is to help employers in the agribusiness industry find and hire top talent, which helps them increase their bottom line on a global basis while helping Agriculture industry professionals attain career-enhancing opportunities that allow them to achieve the quality of life they seek.

Our passion is to solve problems and to help others succeed. We are experts in the executive search and recruiting process because that is what we do on a daily basis. Employers should spend their time on what they do best, which is running and managing their business, and leave the recruiting to proven professionals who are experts in the search process. When you leave it in the hands of professionals who do the "legwork" for you, then it frees up your time to do what you do best, which is running and managing your business in the Agriculture industry.

# CANDIDATES



## How The Ag Recruiter® Helps Job Seekers and Candidates and What to Expect:

If you are a professional within the Agribusiness Industry, it is a good idea to send your resume to The Ag Recruiter®. You don't have to be actively searching for a new position to have your resume on file with us. Once you send your resume to us, we will keep it on file and will consider your qualifications for our open positions and will contact you if we have a suitable position that matches your background and career goals. We may at some point have the ideal situation for you, whether it is next week or next year.

Our business is making the best match between employers and candidates. We come across new and interesting job opportunities daily and some of these opportunities are in the hidden job market, and you won't be aware of them anywhere else. We have helped hundreds of professionals advance in their careers. Tell us your career goals and we will let you know if we come across a great job opportunity for you.

Making a job change is a personal issue that impacts your whole life. If we feel we can help you, we spend time getting to know you and to understand your career goals. As you develop a relationship with our recruiting team, you will have confidence in our ability to represent you to potential employers.

The Ag Recruiter® is a full service executive search and recruitment firm and not a job board. Your profile and resume will be viewed by professional recruiters who understand the importance of confidentiality when making a job change. There is no cost to use our services if you are a candidate or job seeker. Our fees are paid by the employer.

# ABOUT US



**The Ag Recruiter® is a retained search firm. We handle recruitment within many different functions within the agribusiness industry, including the following:**

- Executive-level Placements
- Management Recruiting
- Research and Development (R&D)
- Sales and Marketing Professionals
- Scientific Professionals

The mission of The **Ag Recruiter®** is simple: to help our clients and candidates achieve their goals by building long-term relationships based on trust, professionalism, and results. We help agribusiness employers hire the top talent that can help increase their impact on a global basis, while also helping agribusiness professionals attain career-enhancing opportunities that increase their quality of life.

**theagrecruiter.com**