RECRUITING PROCESS

CREATE CANDIDATE PROFILE WITH CLIENT

DISCUSS SEARCH FIRM CONFLICTS[1]

[1]Hiring firms understand the search firm's conflict parameters as this directly affects the search's reach.

CREATE TARGET LIST

RESEARCH, CONTACT, ASESS AND PROFILE CANDIDATES[2] FOR:

[2]CPI's extensive knowledge of the private and public investment industries from Partner to Analyst yields timely and accuarte results.

CULTURAL FIT [3]

[3]Cultural fit is of paramount importance. CPI's industry expertise and meaningful relationships ensure a productive process.

RELEVANT EXPERIENCE

INTEREST [4]

[4]The recruiting representative must ascertain candidate interest to manage search productivity and prevent "deal shopping"

PRESENT CANDIDATES; ARRANGE INTERVIEW & UTILIZE CLIENT FEEDBACK TO ADVANCE PROCESS

REJECT CANDIDATES

IDENTIFY/CONTACT ADDITIONAL CANDIDATES

SELECT FINAL CANDIDATES

RECONFIRM CANDIDATE INTEREST

CONDUCT REFERENCE CHECKS

MAKE OFFER/CONCLUDE PROCESS/ ASSIST IN TRANSITION AS NEEDED