



# Recruiting & Executive Search Services

ITSource has vast experience in providing recruiting services to a wide range of industries and position types. We specialize in technical and professional positions ranging from:

- ▶ **Information Technology**  
Systems Engineers, Desktop Support, System Administrators, DBA's, Data Analysts, Application Programmers, Database Developers, Architects...
- ▶ **Professional**  
Project/Program Management, Business Analysts, Project Coordinators, Financial Analysts, Controllers, Product Managers, Marketing Analysts...
- ▶ **Information Systems**  
Software & Web Developers, Architects, SQA, Version Control / Configuration Management Specialists, Support Engineers...
- ▶ **Hardware Engineering**  
HW Engineers, Project Engineers, Embedded Developers, HW Designers, Mechanical Engineers...

We have an extensive database and referral network as well as access to the leading web-based recruiting tools and job boards. Our recruiting philosophy is a balance between the client's objectives and the candidate's career goals. We make it our practice to identify the top 2-3 candidates that fit into all of the areas of our search to ensure that the requirements of our candidates and clients are matched perfectly. By paring this list of candidates down to a small size, we maintain our commitment to our clients to only present them with the best of the best.

ITSource has also built an outstanding reputation for providing Senior Management and Executive Search recruiting. When ITSource is brought in to provide this type of service, we make sure that one of ITSource's Executives and/or Officers oversees the recruiting process and performs the final interview prior to submitting the resume and executive profile.

Our Four Recruiting Options Are:

## 1. **Contract:** .....

These positions are typically project based or used to augment our client's FTE staffing levels for a specific skill and duration. ITSource gets position requirements from our clients and helps to match those requirements with the personality that will fit into the culture of our client as well as meet the career objectives of our contractors.

## 2. **Contract-to-Hire:** .....

ITSource provides this service when there is a need to get someone on a project quickly, but has the potential to turn into a FTE role within a predetermined time frame. This option is also good when a client and/or candidate would like to evaluate the match prior to a long-term commitment.

## 3. **Full-Time Employee (FTE):** .....

This option is for clients that need to add staff to their team as a full-time employee. This recruiting approach is handled in a special way since there is a more thorough screening process that needs to be followed. During this process we must identify what the requirements are and go one step further to find out what makes our client's environment, benefits and culture unique so that we can screen candidates based on that information as well as be able to provide the details necessary for our candidates to make the best decision for their careers.

## 4. **Retained Search:** .....

This is a more complex option that is customized for our client's specific situation. This arrangement is typically used by clients that want ITSource to allocate a predetermined number of recruiters and/or hours of recruitment to fulfill their requirements. Most of the time these are time sensitive and hard to fill positions. It is also common for a client to engage us so that we can provide a price break for a commitment to work exclusively through ITSource on multiple openings.

**Secure Your Future**

