



## Guaranteed Recruiting Results.

R&P Group **guarantees** qualified candidates.

- **Pay Only for Performance – a Sensible Business Decision**

Your Guaranteed Recruiting Results Agreement means you pay only for performance and allows you to demonstrate your willingness to do your part to build a **professional relationship**. Prudent companies utilize the services of outside professionals for high-level legal, accounting, marketing and other special needs. Client companies view R&P Group in the same light: as skilled specialists who work with you as you define your jobs and throughout the hiring process to produce successful hires. And this sensible business decision yields a good return on your investment.

- **Timely Guaranteed Results**

Guaranteed Recruiting Results help everyone who is frustrated with traditional recruiting models from both retained and contingent firms. Open positions come during your peak times. R&P Group allows you to dedicate your time to your day-to-day, not searching for candidates.

Recruiters give you the advantage. Now more than ever you can benefit from R&P Group Guaranteed Recruiting Results.

With a small investment in time and a down payment, you will be able to relax and do your job, secure with the knowledge that by a fixed date you will have interviews scheduled with qualified candidates. And all within your budget.

With Guaranteed Recruiting Results, you receive Retained Level Recruiting for all your jobs – no matter what level! Your investment is protected with R&P Group, and your search is completed with pinpoint precision.

- **Guaranteed Recruiting Results Engaged Search > Several Contingent Searches**

A Guaranteed Recruiting Results Engaged Search provides you with access to more potential candidates and better candidates than you would normally find working with several contingent firms. Why?

- More time for **detailed conversations to define the role, weekly search updates, and candidate evaluation** with one firm so your expectations are in line with current, evolving industry conditions and your new hires are more successful – right away.
- A consistent image of you, your job, and your company is presented to ensure a positive industry impression and reliable candidate review and assessments.
- One dedicated, full-time **Principal Consultant** personally conducts your search while the entire R&P Group team works with your Principal Consultant to solicit **referrals to the best candidates**.
- Your Principal Consultant helps you assess and rank the candidates and provides in **depth knowledge** learned from hours and many times years of contact with each candidate.
- A **fixed, agreed upon timeline** allows your Principal Consultant time to dig deep, to thoroughly evaluate and interview the slate of possible candidates to present the select best.
- Our **Extensive Industry Database** quickly produces a list of potential candidates based on industry data since 1996. And everyday it grows as the entire team at R&P Group updates, enhances, and expands it.

[www.RandPgroup.com](http://www.RandPgroup.com)