

ATLANTIC RESEARCH TECHNOLOGIES, L.L.C.

Strategic Executive Search Worldwide

THE ART SELECTION PROCESS

Most searches accepted by ART are completed in 3-4 weeks, regardless of the country or city, with candidates being presented to the client shortly afterward. Our competition often requires significantly longer Why is ART so fast?

Ethics

ART only accepts searches for which it believes it is likely to be successful: those cases where it typically has candidates and contacts or believes that it could find candidates in a relatively brief time. ART is only paid if it is successful in finding a person whom the employer wants to hire. The decision to organize our recruiters in this way was deliberate, because retainer-focused recruitment puts the emphasis on getting the client to pay a fee before doing any work - a major source of client discontent. Often retainer-focused search firms will even overstate the difficulty of a search in order to justify the exceptionally long time that it will take for them to get up to speed to learn the client's market. They tell the client that they need a retainer to cover the costs of learning the target market. A better, more logical, approach is to simply encourage recruiters to emphasize finding the right candidate. That is what any employer really wants and needs from an executive search firm: a *results-focus*, not an advanced payment-focused search firm.

Paying a search firm in advance does not guarantee quality or results; it only guarantees payment. ART does not believe that in most situations there is any reason for a competent, well-connected search firm to need retainers. If at the start of the search, the executive search firm does not have enough candidates, contacts, or confidence to conduct a proper search at their own risk, why should they then ask a company to pay them in advance to learn how to do this important search? If they do claim that they have great contacts, why are they unwilling to show their candidates to the client before being paid? This is an illogical argument. Wise employers see this incongruity. We saw it in 1987, and we were founded to do executive search differently.

Competence

For the client's search, ART assigns an experienced recruiter, who maps out with the client a multi-pronged recruitment strategy. ART recruiters will not present candidates to a client unless they truly believe that the candidate could do the job well and be happy doing that job with that company. Candidates know that the ART recruiter has the candidate's best interests at heart, and often good candidates will recommend even more suitable candidates to a recruiter whom they trust. Clients know that the ART recruiter is focused on finding people who can fulfill their business mission. This is a win-win-win approach to executive search: with each new search, ART recruiters improve their abilities and knowledge base; candidates get an honest recruiter who cares about their careers; and employers get access to candidates who are enthusiastic about helping build their new company.

21st Century Organization

ART is in operation 24 hours a day, 7 days a week, 365 days a year. While most other recruiters are asleep, the ART team is working for you! Searches are begun shortly after a contract is signed. Clients are updated frequently, and if there are problems, the recruiter will ask more questions or suggest changes in the original profile, in order to fine-tune the search. If failure looks likely, the recruiter will inform the client promptly.

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A Global Economy Needs a Global Approach to Recruitment

ART is a highly centralized organization. Rather than a feudalized system of haphazardly scattered regional offices, where rivalries between offices often delay or ruin searches due to inefficiencies or competing priorities, all ART candidate data is centralized and immediately available for the client's recruiter to quickly reach potential candidates, regardless of where the candidates are located.

Accountability

It is ART's practice to never partner with any other recruitment firm for any search. ART can only guarantee and monitor its own work, so we do not use other firms to help us in any way. By contrast, often search firms can only complete a search if they are helped by some other rival office or by another search firm that they might describe as their "partner." This passing of the client's search to other hands can often produce unsatisfactory or slow results, due to limited accountability and oversight.

Also, it is typical for priorities of such recruiters to be mostly directed to their full-fee searches, while "split fee searches" – those interoffice arrangements or searches negotiated with outside partner search firms – often are frankly less important to them. Of course, such recruiters will not discuss their less than full interest in their client's search, but the client might notice this sentiment by very long delays or in requests for payments to subcontracted recruitment firms. If, on the other hand, a client chooses ART, they will know the specific ART recruiter who is doing the search or monitoring the work of a team of ART recruiters. That person will be their direct contact who will always be able to provide immediate feedback about the course of the client's search. ART partners with no others, so every ART search is a top-priority search! If the ART recruiter fails, s/he would have no one else to blame for a lack of results.

The ART Headhunter

ART is an executive search firm (headhunting firm) employing executive search recruiters (headhunters) well experienced in the careful consideration of candidates for their clients' searches. ART recruiters have a minimum of 10 years' experience as headhunters, using the direct approach method. Direct approach is the specific targeting of candidates at a client's competition or at firms having people with the right skill-sets for the client's needs. In many executive search firms, the person soliciting business, collecting the retainer, or even managing the search, might be a person who is not at all trained as a headhunter. They might in fact have been hired for that "facing role" solely due to their cleverness in obtaining retainers. So while they might call themselves headhunters, they might not know anything about headhunting. If they are not skilled in headhunting, they might not be able to easily find candidates or even to understand what kinds of candidates might be good fits for a client. Given many candidates, they might not see who is a good fit. They could make many mistakes that could cost time and money to a client.

Employers should also be aware that just as certain people who do not headhunt call themselves "headhunters," there are many recruitment companies that label themselves as "executive search firms," when in fact they do not do executive search. In many parts of the world, including in many highly developed countries, the practice of headhunting is very limited or very poorly practiced, and many recruitment firms rely heavily on advertising to produce candidates for a client. These firms should more properly be called "employment agencies," due to this kind of unfocused practice of recruitment,

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but often they call themselves "executive search firms" in order to sound better qualified to handle senior management recruitment searches.

The ART Method

Such precise work of position profiling, candidate identification, and candidate evaluation, requires a recruiter who is conversant in thousands of corporate business models and career case studies. The ART recruiter must have a knowledge base of thousands of candidate career paths in order to understand who might fit a specific client's business model and business mission well. A client's search by ART should be a mission-critical search for which advertising would be seen as a wasteful exercise. ART never uses advertising in order to find candidates. No true executive search firm should ever use advertising, because if they were to use advertising, it would suggest that they do not have a sufficient candidate base or industry contacts to properly conduct a search. Clients using ART must agree to not use advertising while ART is conducting its search work on behalf of the client.

The ART Reputation

ART is a long established executive search firm whose managers are frequently quoted in the leading world business press. Some of these interviews can be read on the ART website.

Due to ART's prominence and reputation, our firm also enjoys a very favorable rating by senior management candidates, and it is our great reputation that makes our work easier. Our candidates know that we only will contact them about a very good search with a very good client company, so when they hear from us, they respond positively. If we need to tap into their own networks of colleagues in your industry, they are usually more than helpful in guiding us to the right candidates for our clients. Our candidates make such efforts, because they trust us and they trust that we will treat their friends and colleagues with respect and offer them good career opportunities. These long personal contacts with global industry leaders is our secret strength.

Positive recognition by leaders in those industries and markets where we put our focus, also tends to be recognized by global internet search engines. The effect of this high visibility is that ART often is the first stop for senior management candidates the world over. ART's application process for new candidates is time consuming in order to encourage only those candidates who are the most suitable fits for ART's clients.

Of course, ART recruiters never rely on the ART website to find candidates for their client searches, but due to the very high visibility of ART on the web, often highly compatible candidates find us at precisely the right time, just as you might have found us. The prominence of www.atlanticresearch.com is an added bonus to a client using ART's services. The client benefits from having a competent, hard working, aggressive recruiter actively recruiting on their behalf, along with the potential aid of a website that attracts some of the most accomplished C-level, President-, Managing Director-, General Manager-, VP-, Director- and Manager-level candidates in the client's industry. For every ART search, both internet-recruited and headhunted candidates are immediately made available to the client's recruiter for consideration. As in all ART practices, we understand that our clients contact us because they need the right person as quickly as possible, so we take extraordinary measures to maximize rapid information sharing within our company operations.

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