

# 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.

#### **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.

#### **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.

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### **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 skill 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, 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.

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## **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 over decades, 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.

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