

Find Talent Faster Using an Executive Search Firm

REMARKABLE
TALENT
EXECUTIVE SEARCH CONSULTANTS



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Recruiting a Director or Senior Manager for your business can be expensive. Placing ads in the right newspapers and association journals are a huge expense in itself. If you're recruiting top level management for your business, it may be more cost-effective, and faster, to use an Executive Search firm.

Did you know that, in some cases, the fee charged by a recruitment agency may actually be less than handling the recruitment in-house?

People often turn to an executive search firm when they have trouble recruiting for a specific position -and only after they experience low response on job boards, or discover that all the resumes received are from people who are unqualified or inappropriate for the role (*Yes, the pizza delivery driver would love to be your CEO*).

This can be very frustrating, and results in wasted time and lost productivity.

- A Remarkable Recruiter will help you define the role and set candidate expectations.
- A Remarkable Recruiter will be your Single Point of Accountability.
- A Remarkable Recruiter will provide you a Tailored Timeline.
- A Remarkable Recruiter will handle the Sourcing, Screening and Qualifying.
- A Remarkable Recruiter will only present the best candidates.
- A Remarkable Recruiter will coordinate and manage the interview process for you.
- A Remarkable Recruiter will complete Reference checks and follow-ups.
- A Remarkable Recruiter will pursue "passive" and active candidates to find the best fit.
- A Remarkable Recruiter can present an offer that results in an acceptance.
- A Remarkable Recruiter will save you time so you can focus on your business.
- A Remarkable Recruiter will significantly reduce your stress!

Businesses who don't have a full-time Human Resources function, or who are too busy to handle recruiting themselves often outsource to an agency. While it does have a cost associated, it removes the recruitment burden from the company's internal resources and makes sure that the best candidates are interviewed for the job.

After all – this is what we do best.

Human Resource departments are tasked with managing Benefits, Compensation, Employee Engagement, On-Boarding, Health & Safety and Disciplinary actions.

Executive Recruiters focus 100% on recruiting – so you can focus on Your Business.



As Headhunters, we search and recruit Remarkable Talent in today's marketplace - and bring them to you.

Remarkable Talent is an independently owned and operated Executive Search firm specialized in the Manufacturing and Food Processing industries. Located along the US/Mexico border – we also have a unique perspective of business conditions and the Maquiladora industry. Headquartered in El Paso, Texas – Remarkable Talent has a Local Focus and a Global Reach. We identify top performers in your backyard or across the globe.

Our Recruiters know qualified leaders in all areas of the Manufacturing process – from **Creating** a new innovative product, to **Building** your product efficiently, to **Inspecting** the product for quality and safety requirements, to **Shipping** your product for on-time delivery to your customers.

4 AREAS OF OPERATIONAL FOCUS



CREATE:

R&D Scientist
Food Scientist
Food Technicians
New Product Development



BUILD:

Plant Management
Operations
Production
Engineering



INSPECT:

Quality Assurance
Environmental Health
Maintenance
Safety



SHIP:

Distribution
Logistics
Transportation
Supply Chain Management



Which is Better, Niche Focused or a Generalist?

Is it better to engage a specialty recruiter or is a generalist better?

Niche-focused Recruiters will know the Industry Better

While the recruiting process should be the same for most industries, niche-focused recruiters should have a better database, with more candidates who have the education, skills, and experience you are looking for.

A generalist recruiter may have a large database, but the candidate pool may be too diverse.

Remarkable Talent specializes in CPG Manufacturing and Food Processing disciplines including: Bakery, Chocolate, Confections, Snack Food, Ready to Eat, Health and Beauty, Personal Care, Cosmetics, OTC Drugs, Specialty Chemicals, Dietary Supplements, Restaurants, Food Safety, Agriculture, Fresh Produce, Nutraceutical, and Pharmaceutical.

Our common placements include but are not limited to:

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|--------------------------|------------------------|-------------------------------|
| • President | • Procurement Manager | • Marketing Manager |
| • Vice President | • Purchasing Manager | • Custom Manager |
| • Operations Manager | • Materials Manager | • Distribution Manager |
| • Plant Manager | • IT Systems Manager | • Transportation Manager |
| • General Manager | • Supply Chain Manager | • Maintenance Manager |
| • R&D Manager | • Logistics Manager | • Sanitation Manager |
| • Production Manager | • Finance Manager | • Operational Excellence |
| • Human Resource Manager | • Accounting Manager | • Lean / Six Sigma / TPM / 5S |
| • Engineering Manager | • Food Scientist | |
| • Quality Manager | • Food Technologist | |

Market Segments we support are: Hispanic Food, Mexican Food, Italian Food, French Food, Greek Food, German Food, Asian Food, Thai Food, Chinese Food, Japanese Food, Korean Food, Vietnamese Food, Indian Food, Cajun Food, Caribbean Food, Artisan Bakery, Frozen Cakes, Donuts, Savory Flavor, Seafood, Chocolate, Kosher, and Halal.

We represent Industry Professionals with experience and Certifications in: SQF, BRC, AIB, HACCP, PrimusGFS, GFSI, ASQ, FSSC22000.



Recruitment Service Levels explained.

Most recruitment Agencies offer two services: Retained and Contingency.

Retained Search

A retained search requires an up-front investment and additional payments along the way.

Most firms will charge one-third up-front to initiate the search, one-third when the short list of candidates is presented, and the final one-third when you select and hire the candidate.

Retained searches are most common for CEO and Board Member searches.

For all other positions, a retained search should not be necessary.

Contingency Search

A contingency search does not require any up-front investment, so there is no risk to the company initiating the search.

Payment is due when you successfully hire a candidate that has been presented.

The downside to Contingency Search is that the Recruiter is basically working for free until you hire their candidate. This means they can only spend so much time working on your search until they need to move on to their next, most promising, search where they have the highest probability of success and payment.

Contingency Search is one reason Recruiters have a bad reputation for poor follow-up.

Remarkable Talent offers Priority Engaged Search

A Priority Engaged Search requires a small deposit up-front to start the search, but the remaining balance isn't due until you hire a candidate we presented. Then, the deposit is credited toward your final invoice.

Should you never hire one of our candidates, the deposit is non-refundable.

The deposit shows that the company is serious about hiring for the position and it allows the recruiter to cover basic overhead expenses while they are recruiting and qualifying for you.

Our Priority Engaged Searches have a 98% successful completion fill rate, compared to 47% for contingency search.



Remarkable Talent is in the business of positively influencing people's lives.

Remarkable Talent partners with companies to build great organizations. Organizations who want to experience exponential growth, create efficient processes, drive down costs, eliminate waste, and enjoy increased profit margins.

Our top clients hire people who have accomplished Remarkable things. People with Remarkable abilities. People who develop Remarkable products. People with Remarkable attitudes.

At Remarkable Talent, we can customize a Recruiting Solution that works best for you.

Priority Engaged:

Your company engages our search consultants to locate a candidate for a future point in time. Our fee is computed at 25% of first year's base salary only. A \$5,000 non-refundable deposit is required to initiate the search. The remainder is due when the candidate begins employment.

Contingency:

We refer candidates who most closely match your company's requirements. If you hire someone we've presented, our fee is 30% of anticipated first year's total compensation. If you hire someone through another source, no fee is due.

Bauer On-Demand:

We source, screen and qualify employees that you hire directly. Unlimited positions. Any titles. You pay a small monthly fee and avoid the placement fee when you hire our candidates. We become an extension of your Human Resource or Talent Acquisition departments.

Fill-A-Job:

We will post, screen, qualify and present candidates who meet your basic qualifications. You don't need to run ads or subscribe to expensive Job Boards. This eliminates the entire Permanent Placement fee most traditional recruiters charge.

Talent-Recon:

Think of it as Do-It-Yourself recruiting. We help you build your Talent Profile and identify five people who meet your qualifications. We provide you with their contact information, phone numbers, and e-mail addresses. You contact them directly about your opportunities. No other fee is due.



About Remarkable Talent:

Since 2007, Bauer Consulting group, Inc. has been connecting Remarkable Talent to Interesting opportunities with Amazing Companies.

We specialize in supporting the Manufacturing and Food Processing industries nationwide.

We consider it an honor to help you grow your company and build a Remarkable Team.

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It is exciting to help a company attract new talent and at the same time help a candidate advance their career. Think of the families and lives that are impacted by a Recruiter.