

Our Service



Did You Know...

... Our Hourly Recruiting Program gives you the flexibility to work with us on an as-needed basis to meet ongoing, important, or unexpected recruitment demands.

... Your cost-per-hire will be drastically reduced as we charge an hourly rate instead of the standard 20% to 30% placement fee

... You will **not have to pay multiple fees if you hire multiple candidates**, since we are paid a flat hourly rate

... Our Hourly Contract Recruiters work for your company exclusively. **You own all the resumes, contacts, referrals and references that are generated during the search.**

... We are not here to replace or substitute your current recruitment process. Instead we complement your current recruiting process with our hourly contact recruiting service to be used as needed for each of your job searches.



Stages of Search

Our Hourly Recruiting service offers customized solutions that can be tailored to your specific needs or projects.

Stage 1: Sourcing Candidates

The first step of the search consists of finding qualified candidates, submitting the resumes to the clients and hiring managers, and keeping human resources updated on events relating to the search. Our consultants will aggressively cold call passive candidates, while taking advantage of e-mail campaigns, our extensive internal databases and newsgroups at their disposal. We provide complete contact information and CV's of every interested candidate. We call and provide an expandable list in excel. In addition to these services, we can sort and qualify the exiting candidates flowing in from your job postings, web site, and other sources. Our consultants can also mine your existing database for qualified candidates that you may not be aware of.

Stage 2: Qualifying the Candidate

The second step of the search consists of our consultants completing a Candidate Profile Sheet to ensure that each candidate has the skills and relevant experience for the open position. This, often overlooked phase of the search, provides extremely valuable information to determine which candidates are most suitable for the open position based on their relocation status, family concerns, personality and technical background.

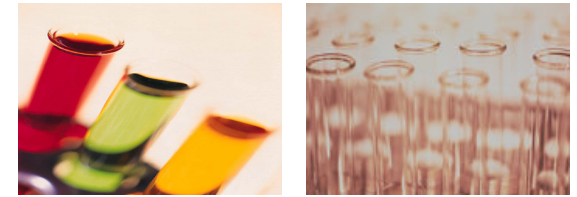
Stage 3: Interview

Our consultants will assist your hiring process in scheduling the interview, prepping the candidate, and debriefing with the candidate. Any and all information will be shared with your HR department to ensure that the right candidate will be offered the position.

Stage 4: Job Offer

After the interview process our Consultants will work with your HR department, hiring manager and the candidate to ensure that everyone is on the same page regarding salary, relocation package, stock option and other incentives to ensure that every job offer made is accepted.

Cost and Guarantee



Cost:

For each search assignment our clients can work with us on any or all of the stages of the search.

Time required for Stage 2, Stage 3, and Stage 4 will vary will for different position levels, relocation requirements and other factors. The cost for our Hourly Recruiting Program is \$110 per hour.

Stage 1: Sourcing Candidates: 80 Hours

Stage 2: Qualifying the Candidate: 8 to 24 Hours

Stage 3: Interview: 8 to 80 Hours

Stage 4: Job Offer: 8 to 24 Hours

Guarantee of Service

PharmaLogics gives a 20 hour guarantee on all consulting engagements. If you find that we did not meet your expectations after 80 Hours, you will receive an additional 20 Hours at no cost



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