

Top 10 Reasons Clients Choose Perry-Martel

10. Clients Deserve a New Choice in Recruiting

For years the recruiting industry has failed to focus on clients and has offered limited choices. Under both contingency and retained search models, all the risk remains on clients. At Perry-Martel, we have a new model that shares in the risk and reward with our clients.

9. We Train On How to Interview

People are obviously more important than PCs. Yet most companies spend more time evaluating a lease on a PC than evaluating the person operating the PC. At Perry-Martel, we provide all of our clients an interviewing and evaluation workshop that teaches how to approach interviewing strategically.

8. We Call You

Ever hire a recruiting firm and never hear from them again after the check clears? At Perry-Martel, you will have an experienced technology veteran as your Client Partner who manages your search with project discipline. This includes regularly scheduled status meetings and reports on a weekly basis...at a minimum. Moreover, it includes managing to defined 28, 48 and 68 day milestones.

7. We've Built a Direct Sourcing Engine

It is no secret that the best candidates are too busy to have their resume floating around. Thus, the key to a successful search is direct sourcing. At Perry-Martel, we have a strong research team dedicated solely to finding the best candidates for the job.

6. We've Walked In Your Shoes

We are technology professionals hiring technology professionals. Our Client Partners have walked in our clients' shoes. This relevant experience eliminates the learning curve and allows us to add value to the interviewing and evaluation process.

5. We Are Purpose-Built

We make bold commitments. Perry-Martel is the only executive recruiting firm that makes specific commitment in the number of days, number of candidates and amount of our fees when executing a search. Our competition doesn't understand, nor can they easily replicate that commitment. Our organization is "purpose-built" with a different organizational model to deliver quality talent and measurable results.

4. All Requirements Are Not The Same

Every recruiting company will tell you they define requirements. Few, if any, will spend the time necessary to define clear requirements up front. Through our workshops, we define the position's technical and functional requirements, the skills and experience necessary for success, and the personality and behavioral traits that support team chemistry and determine organizational fit. These requirements are combined in a Candidate RoadmapSM used to build consensus and make sure the candidates we present will not waste your time or theirs.

3. We Stand Behind Our Work

We believe an educated hiring team is our best customer. Thus, through our requirements workshop, our interview and evaluation training and our Client Management process, we ensure the hiring team has all the tools needed to make an accurate hiring decision. We are so confident in our processes and approach that we give an unprecedented one-year placement guarantee" on our candidates.

2. We Eliminate Your Cost Of Vacancy

Misunderstood and mismanaged, the cost of vacancy in a leadership position is significant. Not only are plans delayed and decisions deferred, but the competition has an unfair advantage with your clients. We aim to complete every search within 28 to 48 days. This focus on speed is not just marketing-speak. Through our Fixed-Time/Success-Fee1M model, we tie our fees to making that a reality!

1. We Are ACCOUNTABLE

We are changing the recruiting industry by bringing a new client-focused model that shares in the risk with our clients. We are the only retained search consultancy that will make specific commitments to timing of the search (28, 48, 68 days) and to the number of candidates available to interview. And we are accountable to those dates through our Fixed-time/Success Fee, risk-sharing pricing model.

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