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# Custom Fit <sup>SM</sup>

6-STEP EXECUTIVE SEARCH PROCESS

*At BarkerGilmore we have  
fine-tuned every aspect of  
the executive search process  
to guarantee the satisfaction  
of our clients.*

**BARKERGILMORE**

Exceptional Talent. Guaranteed.



# WHAT WE DO

*Our 6-Step CustomFit<sup>SM</sup> approach is tailored to identify candidates with the exact skills and traits necessary for success.*

## What sets us apart from other recruiting firms?

The answer lies in the strengths of our staff and the investments we have made in the research and assessment processes. Unlike other firms, we commit a dedicated team of professionals to every search. Our team has access to the best research and networking tools, as well as an assessment process which we have perfected over 25 years.

*Results listed alongside each step in the process are based on 3 year averages.*

## 1) Alignment

Being a boutique search firm allows us to work with a select number of clients so we can fully devote our time and resources to each one. *We will:*

- Assemble a dedicated team to meet with stakeholders;
- **Appoint a firm leader to manage the search and act as your single point of contact;**
- Determine your team's objectives and challenges;
- Identify key attributes, including competencies, experience, and personality traits;
- Uncover what is going to motivate high-quality candidates; and
- Set the timeline for your search.

We have been successful on  
**98% of searches**

## 2) Sourcing

We go beyond the obvious candidate pools and tap into niche networks of the most talented professionals in legal and compliance. *During this stage, we:*

- Rely on an experienced team dedicated to your search, which adheres to a proven search process;
- Utilize **proprietary research tools to strategically target the perfect fit; and**
- Directly and confidentially approach qualified professionals in your industry.

44% of placements are women and  
**24% minorities**

## 3) Marketing

- Our ability to market our clients' opportunities allows us to activate the passive candidates
- Generate excitement among potential candidates and screen talent
- Utilize our team's experience conducting similar search assignments and our strategic partnerships to recruit highly qualified candidates from a variety of sources

*78% of clients  
have engaged  
us for multiple  
searches*

## 4) Assessment

- Continue to rely on our team of professionals to evaluate core competencies
- Use highly specialized tools and interview techniques which we have developed over a quarter of a century to evaluate behavioral traits, leadership abilities, and cultural fit

Retention rate  
*96%*

## 5) Delivery & Onboarding

- Bring a diverse slate of highly qualified candidates
- Assist with offer, acceptance, onboarding and every aspect of the transition

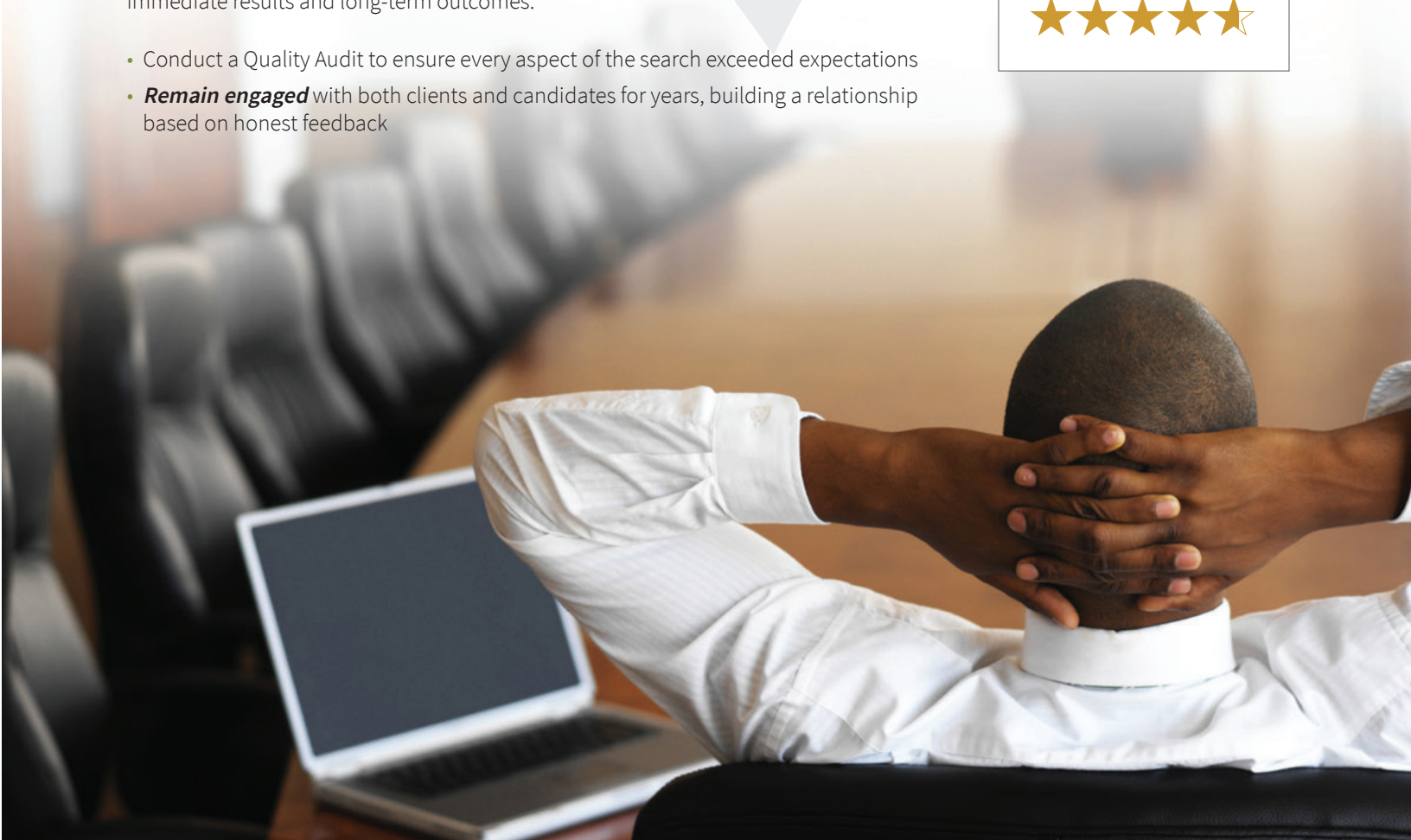
Average  
placement in  
*96 days*

## 6) Satisfaction

The complete satisfaction of our clients is our primary concern. We closely examine both immediate results and long-term outcomes.

- Conduct a Quality Audit to ensure every aspect of the search exceeded expectations
- **Remain engaged** with both clients and candidates for years, building a relationship based on honest feedback

*Quality Audit  
scores average 4.6*



*Finding the best possible candidate for  
your search is our highest priority.*

We dedicate our resources to every search to  
guarantee that the outcome will be exceptional.

*We have a 98% Placement Rate  
in the Last 3 Years and a  
96% Placement Retention Rate.*

[Request a Free Consultation Today.](#)

Ph: 877.571.5047



Exceptional Talent. Guaranteed.

*[www.barkergilmore.com](http://www.barkergilmore.com)*