

KEY REASONS FOR CHOOSING TO USE AN EXECUTIVE RECRUITMENT FIRM

Local government officials may ask why they should consider using an executive recruitment firm to assist them in the recruitment and selection of administrative personnel such as a City Manager, Police Chief or Finance Director. The following is a list of seven (7) reasons why using a professional recruitment firm can be beneficial to a local government.

- **Focus:** One of the most compelling reasons to use a recruitment and selection firm is to focus your recruitment resources on decision making. A recruitment and selection firm can assist you with the many logistics of a recruitment process including development of a job announcement; placement of the announcement in the appropriate publications and on the appropriate websites; development of a detailed recruitment brochure based on conversations with elected officials, staff members, community leaders and citizens; interaction with potential candidates; due diligence and background work on candidates; and, research on compensation issues including contracts and employment agreements. The recruitment firm can aggressively compete for top candidates in a way that the governmental organization cannot. The appropriate role of the recruitment firm is to provide you with the information and data you need to make an informed decision on the candidates you select for an interview.
- **Experience In Assessing Talent:** Our candidate assessment and interviewing skills are based on thousands of interviews over the course of our Consultants' many years of experience in the recruitment and selection field. This professional familiarity allows us to be sensitive to the nuances, not only the obvious. In addition, our consultants are all experienced local government professionals, able to ask probing, thoughtful questions and effectively evaluate the candidates' answers.
- **Resources and Outreach:** A reputable professional recruitment firm will find exceptional and experienced candidates regardless of the market conditions or competitiveness of that profession. A professional recruitment firm will provide a comprehensive outreach effort that will result in a well qualified pool of candidates for you to consider.
- **Expertise:** The heart and soul of a professional recruitment firm is the expertise it brings to its clients. Voorhees Associates consultants are experienced local government executives who have demonstrated careers and expertise that brings first hand knowledge of the disciplines in which they now consult. This knowledge can assist clients in designing the appropriate interview questions, the development of written and oral exercises to best assess candidates' abilities, and facilitation of the clients' discussion of the candidates.
- **Objectivity:** Often, hiring a professional recruitment and selection firm can bring objectivity to the process that encourages the applications of internal candidates and other candidates who might not otherwise apply. This can help overcome the incorrect notion by both internal and external candidates that the outcome of the search is "predetermined." In addition, the firm can work with the client on the delicate issues associated with "internal" candidates.
- **Overcome Hidden Costs:** There are direct and indirect costs associated with conducting a staff-managed recruitment, such as finding listings of professionals, calling potential candidates to assess interest, conducting preliminary interviews and, reference checks. These and other tasks related to the recruitment take staff away from their regular responsibilities. A typical recruitment takes at least 100 hours of staff time.
- **Consistency:** A professional recruitment firm can provide for the uniform and comprehensive screening of candidates, ensuring that the candidates are treated equally, that the recruitment is open to all, which results in a process that provides for a competitive and diversified group of candidates from which to choose a final candidate.