

# SAFARI SOLUTIONS

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## Tiger Eye Hiring Process™

*Strategies that improve results!*





# What is Safari Solutions?

- 🐾 Safari Solutions is an **HR outsourcing** firm providing **on-demand recruiting services** tailored towards the hiring needs of small to mid-size businesses.
- 🐾 With over 200 clients served in the past ten years, Safari Solutions understands **recruiting challenges** encountered by business owners.
- 🐾 Using our proven **Tiger Eye Hiring** process, we design and execute hiring initiatives customized for your business.



# What Makes Us A Different Animal?

-  *We are not a staffing or search firm charging a percentage of first year compensation.*
-  *We act as your corporate HR partner to manage your hiring initiatives to attract talent.*



# Why Use A Outsource Hiring Service



Due Diligence: Obtain independent, objective advice on candidates that is not tied to a placement fee.



Results: Significantly reduce frustrations associated with:




1. Applicant Flow
2. Candidate Pool Quality
3. Management Time
4. "Do-It-Yourself" Hiring Results



Savings: Lower cost alternative to traditional search firms and with far more due diligence.



# About Tiger Eye Hiring

-  Tiger Eye Hiring is a well-defined, yet flexible hiring approach designed for businesses that recognize that hiring the right talent is essential to achieving company goals and objectives.
-  You maintain control of the process and the budget by selecting either a full-spectrum of services or key elements of the hiring process.
-  Our affordable "real work" pricing model means you only pay for the hiring support you need.



# How Our Process Works

*Key phases in the Tiger Eye Hiring process include:*

-  Discovery
-  Strategy
-  Screening
-  Evaluation
-  Verification



# Discovery



**Define Position:** The process begins as we learn what you want to accomplish. Defining job specifications and clear performance expectations are the foundation of a successful search.

*What we will focus on:*

- Job Responsibilities
- Performance Objectives
- Skills
- Behavior Fit
- Cultural Fit
- Compensation



# Strategy



**Job Marketing Profile:** We craft a marketing message (job ad) and one job board posting. Skillfully crafted ads are then drafted to portray the right message about the position and company.



**Sourcing:** Using the information we gathered during discovery, we present your opportunity so it is most attractive to your potential employees.



Eliminate Unqualified Applicants



Target Audience



Identify Sourcing Tools i.e. job board, social sites



Define Budget



# Screening




**Prescreen Questionnaire:** Candidates meeting the initial qualifications for a position are contacted to complete a questionnaire via email. While we have a core group of questions each candidate completes, the balance are customized for your specific position. These questions address vital qualifying areas such as skill levels, compensation, job changes, and motivation.





**Resume review:** Once an ad has been posted there is often a surge of resumes in the first week. We screen each resume and identify a small percentage (on average 5 – 10%) for further consideration.



# Evaluation

 **Client Review:** Qualified candidates are presented for your review. The review package will include their resume and questionnaire. This phase of the process is very interactive, as we use your input, preferences and feedback to select candidates to move to the next level or to refine the search.

 **Phone Interview:** A 30 minute phone interview is conducted to assess skills, experiences and interest level. Each phone interview is customized to address any concerns, questions or reservations which surfaced during the client review phase.

 **Office Interview:** Viable candidates will be scheduled for a face-to-face interview at your office. To prepare you for the process, we furnish a list of interview questions and coach you on how to conduct the interview effectively. After the interview, we debrief candidates to gauge their interest level and address any concerns.



# Verification



**Background Check:** Before you make a final offer to a client, we strongly recommend conducting a background check. Education verification, social security trace, criminal history search, credit report analysis, and driving record status can be verified.



**Reference Checks:** Reference checks verify a candidates work history and performance. Speaking with prior supervisors may raise red flags or may confirm your hiring decision. What you learn may not influence your hiring decision, yet may be useful from a management perspective.



## ***Assessments:***

1. **Skills:** A variety of online tests are available to assess skills and competencies specific to a position.
2. **Behavioral:** Utilize a diagnostic tool to assess a candidate's behavioral style. Used as part of the screening process before you select candidates for interview or after first round interviews.



# Overview



We are not a recruiting firm charging a percentage of first year compensation.



We act as your corporate HR partner to manage your hiring initiatives to attract talent.



*Significantly reduce frustrations associated with:*

1. Applicant Flow
2. Candidate Pool Quality
3. Management Time
4. “Do-It-Yourself” Hiring Results



You maintain control of the process and the budget by selecting either a full-spectrum of services or key elements of the hiring process.



***The Tiger Eye Hiring Process:***

Discovery, Strategy, Screening, Evaluation, Verification



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With the precision of a tiger, we will help you sort through the jungle to find the right candidate for your organization!