

TITUS DIRECT RECRUITING SOLUTIONS

After a decade of success providing consulting and staff augmentation, and at the request of our long standing clients, Titus has launched a recruiting practice - Titus Direct. The practice focuses on providing high quality professional search and placement services in our core practice areas. Our Recruiting Managers are not commission-based. We will work with you to exclusively understand the needs of your organization, and find the candidates who are uniquely suited to help your business succeed.

Candidate Generation Technique

- Cold Calling
- Networking for referrals
- Utilizing our existing internal database of over 10,000 pre-screened professionals
- Internet mining

Candidate Screening

- Candidates are screened in person by our knowledgeable Recruiting Managers
- Candidates are further qualified by a Titus Practice Director within the appropriate hiring discipline
- Background check
- Reference checks

Client Services

- Work with hiring manager to understand their business unit, organization and culture
- Understand the responsibilities and technical skill set of the position, reporting relationships and the compensation and benefit package
- Post interview debrief and feedback with both candidates and clients

Titus Direct Recruiting Solutions Are Provided for:

- Tax
- Accounting
- Internal Audit
- Technology Risk
- Financial Planning and Analysis (FP&A)
- Human Resources

www.titus-us.com

The Search

Finding the best fit for our clients begins with understanding their needs. Before initiating the search, we assess the organization, function, culture and the role. By defining your objectives, requirements and desires, we ensure our process is tailored to our clients' specific needs.

Titus Direct includes searches of professionals from all industries and levels within our core practice areas, including managers, directors, controllers, and C-level executives.

We have built a network of highly qualified individuals whom we have pursued to work with us internally or with our clients. It has been our strength and passion to seek out the best candidates by conducting in-depth passive candidate searches and other head hunting methods.

The Selection

Our candidate selection process for any of our internal consultants is extremely thorough. The clients of *Titus Direct* Recruiting Solutions are treated exactly the same - meaning we commit to the same level of quality for each search, no matter if the candidate will be hired by Titus or our clients!

Our selection process includes a candidate personality profile evaluation through *Culture Index*™, complete in-person interviews and appropriate screenings by our Titus Practice Director Team that includes both industry and technical experts.

The Delivery

Titus Direct is not just a 'resume service'. We conduct thorough searches and select the top candidates in the market meeting our client's needs. Therefore, how we present our work is equally important! We commit to delivering everything that our client needs to make an informed, risk-mitigated hiring decision. Each candidate portfolio includes: Candidate Summary, Recruiting Manager and technical interview synopsis, *Culture Index*™ summary, reference checks and the candidate resume. We then organize and manage the interview process, coaching and full debrief through to the job offer.

TITUS DIRECT RECRUITING SOLUTIONS INCLUDE:

The Contingency Search

- Fee is paid once selected candidate is hired

The Retained Search

- Often used for high-priority or confidential searches. Fee is paid in 3 installments: day 1, day 30 and at candidate start date