



Resource Partners Electronic Brochure & Firm Profile

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Firm Profile

Executive Search: Retained, Contained & Contingent



An executive search firm distinguished by superior client service, Resource Partners understands leadership and intellectual capital is the prime source of competitive advantage. Our professionals deliver on a national and international basis across industries, expertise levels, and market penetration. There is no search we cannot accomplish successfully. We believe in big challenges. We believe in being on the front lines of today's competitive marketplace bringing the leaders your company needs to make a quantifiable difference. Our solutions are strategic and our results are focused. Everything we do must answer back to your basic need, which is finding desirable candidates. We listen to your unique challenge, get a solid understanding of your individual timeline, and then discover your unique audience. We find out what your competition is doing, what your industry is doing.

We have searchable access to potential candidates through a variety of proprietary internet-based resources. Our project management system allows our search teams to efficiently and effectively move candidates through the evaluation process and ultimately to the presentation to the client. These proprietary technology tools coupled with experienced search professionals provide our clients with timely, successful search solutions. "Contained Search" & "Contingency Placement" are two proven search formulas where we put our network and skills to work and prove our value to clients. We'll directly source qualified candidates using new tools of the Internet and old-school tools of picking up the telephone and selling your company to the candidate. Priced on a per-project basis or "only if you hire" basis, these services can become a critical part of your overall recruitment strategy. For more advanced client relationships we offer a "Retained" relationship focusing on a complete recruitment strategy designed to meet your needs.

Each search demands specific expertise. Strong, collegial relationships between our professionals enables Resource Partners to create an effective search team qualified to meet the individual needs of each assignment. Whether cross-industry, cross-functional, or cross-cultural, Resource Partners consistently provides clients the individualized personal attention that builds lasting relationships. We select our clients as carefully and thoughtfully as they select us. This client-focused strategy significantly broadens the firm's access to executive talent, accelerating search progress and providing clients greater options. For further information or to discuss your needs, please contact us at 702-248-1028 or via email at: Info@CareerInsider.com

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Successful Placements

National & Regional



Technology Sector:

Vice President Information Technology
Director of Information Technology
Information Systems Manager
IT Business Analyst
Senior Business Analyst
Chief Technology Officer
Director of Software Quality Assurance
Director of Quality Assurance
Project Manager
Product Manager
Vice President Engineering
Senior Software Engineer
Software Engineer
Associate Engineer
Senior Mechanical Engineer
Vice President of Product Development
Game Developer
Database Engineer (Oracle)
Database Engineer (SQL)
Technical Writer

Operations Sector:

Vice President of Manufacturing
Director of Manufacturing
Senior VP of Operations
Director of Operations
Director of Logistics
Director of Purchasing
Purchasing Manager
Quality Assurance Manager
Quality Control Manager
Material Manager
Director of Customer Service

Sales/Marketing/Compliance Sector:

Vice President of Sales
Director of National Sales
Director of Participation Sales
Director of International Sales
Director of Corporate Accounts
Sales Manager
Sales Representative/Account Executive
Technical Sales Representative
Director of Marketing
Promotions Manager
Project Coordinator
Product Manager
Director of Public Relations
Vice President of Compliance
Director of Regulatory Compliance
Director of Technical Compliance
Compliance Manager
Compliance Submission Specialist

Administration Sector:

Chief Financial Officer
Vice President of Finance
Director of Finance
Controller
Credit Manager
General Counsel
Assistant General Counsel
Vice President of Human Resources
Director of Human Resources
Human Resources Manager
Recruiting Manager
General Manager
Vice President/Business Development

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FAQ's

Frequently Asked Questions



Q: How do we drive quality candidates to our clients?

A: We are an established and traditional executive search firm that maximizes its internet presence as an invaluable resource for the recruitment of those key upper level management and middle level management candidates whom you need to take your company to the "next level." When you engage our services, you are hiring trained headhunters skilled in executive search and recruitment. When we recruit, we take into account the business model of the client, their local or industry business culture, the goals of the position to be filled, the career path of the ideal prospective candidate, the specific achievements and job experiences of prospective candidates, and the business models and business cultures that prospective candidates might function in currently. We then formulate our recruiting strategy and go to work actively and aggressively contacting prospective candidates.

Q: How do you find ideal candidates more effectively than the "other guys"?

A: With over two decades of "hands-on" professional recruiting experience and ownership to over 65 proprietary career related internet sites, our research capability and team building approach allows us to locate and secure talent others would miss. Your complex searches receive the attention they deserve and access to candidates that make a difference to your bottom line. And today, just like yesterday, we are using the face to face meetings and direct telephone contact to establish and stay in personal touch with you and the candidates you covet. We specialize in identifying, attracting, and most importantly, securing top quality "passive" candidates who can step in and add value immediately to your organization.

Q: What is your success rate?

A: We proudly maintain a 93% success and completion rate of all accepted searches.

Q: What are your rates? What will you charge our company?

A: Depending on the search requirements, we will suggest a pricing plan to best fit your budgetary needs. We offer Contained Search, Retained Search, and Contingency Search pricing options. For further details and review of our pricing plans, please contact us directly.

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FAQ's

Frequently Asked Questions



Q: What regions and/or industries do you cover?

A: Unlike most executive search firms, recruitment firms, placement firms, and employment agencies, which typically limit their operations to a narrow radius from their office, Resource Partners operates wherever and whenever we are needed.

Our core sectors are: business and professional services, consumer products, e-business, energy and utilities, financial services/institutions, health care and life sciences, industrial products and services, high technology, gaming and casino, hotel/hospitality, manufacturing and distribution, high technology, health care, commercial and residential development.

Rather than limit our client companies to a few local candidates and our candidates to a few local client companies, we can potentially offer you a broad range of options in your market of choice.

Q: What can we guarantee you as a client?

A: First, all candidates placed with client companies are guaranteed for a specific period of time after the placement. This time period depends on the pricing plan you have selected. Secondly, we do guarantee that you will see positive results from our interaction. In addition to our industry leading search completion rate, we have the ability to perform compensation surveys and analysis, strategic acquisition plans for growth and market penetration, and other offerings. Above all, we will be a strong external advocate for your company in your ongoing recruiting efforts across the board.

Q: How do we get started?

A: Please contact us directly at 702-248-1028 or via email at: Info@CareerInsider.com.

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Search Process

Ten Steps to a Successful Search



1. Preliminary Research and Consultation:

We begin by increasing our knowledge of your company, industry, and business environment through initial consultation and research. Open discussions, ideally involving senior management, departmental directors or key managers, and other key stakeholders in the company, result in our understanding of you, your management style, current business challenges, business goals, and the culture of your organization.

2. Job Definition:

We work with you to define the position and its relationship to your management structure. We act as a facilitator and resource to help you state the requirements of the job and the qualifications of the ideal candidate. By relating both of these to your expectations for the successful candidate, a revealing profile emerges that includes the responsibilities, knowledge and abilities required for an individual to be effective in your organization. Additional expectations regarding the ideal candidates' background, core competencies, prospective compensation range, and other key elements should be shared at this time.

3. Search Plan and Strategy:

A planned, disciplined approach is fundamental to obtaining the desired results. Internally, we will outline a targeted group of industries likely to yield viable and competent candidates. We then develop a plan of action that produces the most qualified candidates in a timely manner and we keep you informed on our progress so that you can measure results.

4. Industry Research to Identify Prospects:

Industry sources are contacted to develop potential prospects and we target key organizations and individuals for referrals to people who would otherwise be difficult to identify. We also search through our extensive database to identify and evaluate qualified individuals. Suitable and viable candidates are then approached discreetly and confidentially to gauge interest in your opportunity. During this time, we will seek out your feedback and preliminary appraisals and make any adjustments or clarifications in our strategy.

5. Screening and Interviewing Prospects:

From the initial group of prospects, the most qualified are selected for an in-depth appraisal and interview. We assess the candidate's compatibility with your organization taking into consideration his or her personality, management style and cultural match, as well as the level of interest in the opportunity.

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Search Process

Ten Steps to a Successful Search



6. Introduction of Candidates:

Those candidates we determine to be most suitable for your organization are presented for your consideration. A written report provides facts about the candidate's experience, accomplishments, and our subjective appraisal.

7. Interviews with Candidates:

From several candidates presented, you will conduct one or more interviews. We will facilitate the scheduling process and coordinate all logistical needs of both client and prospective candidates. We will provide assistance in structuring the format and execution of interviews for maximum benefit and add our professional perspective to the subsequent evaluation. Your feedback provides us with additional direction as the search process continues.

8. Comprehensive Reference Checking:

You determine the preferred candidate. We complete comprehensive reference checks with those qualified to comment on the candidate's leadership, accomplishments, integrity, ethics, and personal characteristics.

9. Negotiation:

Once mutual interest is established, we assist in structuring the compensation package and employment arrangements. This is a critical stage requiring utmost skill and tact. The manner in which this is accomplished is critical to completing a successful search. We will assist and provide input on the selected candidate's desired compensation range and work closely with you to formulate and offer that will be mutually acceptable to both parties.

10. Follow-up:

Our service does not end with the successful conclusion of a search. We frequently and methodically communicate with you and the hired executive to assure that the expectations of both parties are met. This can minimize the possibility of a communication breakdown. While the recruitment of a few qualified candidates is a technical discipline, the intuitive selection of the superior executive is an art.

Summary: The success of our organization is based on understanding, efforts and end results. Our record illustrates the ability to provide immediate and long term value to our clients by attracting and securing candidates that consistently meet and exceed all their expectations. Our extensive experience and methodical approach are guaranteed to provide outstanding candidates.

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Hiring Practices

Our Commitment To Nondiscriminatory Hiring Practices



Resource Partners is a U.S. based firm that is in full compliance with U.S. federal, state and local laws concerning equal opportunity employment and non-discriminatory hiring practices. Resource Partners bases its searches solely on the specific nondiscriminatory job qualifications of its clients' openings and upon our understanding of our candidates' experiences and their abilities to perform those qualifications.

Resource Partners will not accept any search assignment in the U.S. in violation of U.S. law and/ or our higher standards, and it will not accept search assignments outside the U.S. having job descriptions that are expressed in nonessential, limiting, or discriminatory language. Being a U.S. based recruitment firm, we are in full compliance with U.S. laws related to employment non-discrimination. We do not ask for, nor do we take into account when considering candidates, any personal information that is irrelevant to job performance. We therefore do not ask or take into account a candidate's gender, race, ethnicity, religion, age, etc. If a company requires such information as a part of the candidate screening process, we cannot accept a search with that company.

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Document Listing

Documents and Agreements Available For Review



- Contingency Search Fee Agreement
- Contained Search Campaign Fee Agreement
- Retained Search Fee Agreement
- Advanced Displacement Fee Agreement
- Lockout Statement
- Guarantee and Late Penalty Statement
- Recruitment Plan Selection Guideline/Primer

All documents viewable with secure access at:
http://www.careerinsider.com/clients/career_lib.asp

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