

# SKOUTS

WE FIND TALENT

## Effective and efficient recruitment & selection of talent

You are looking for a partner to help you fill your job vacancies. Because you are unable to find suitable candidates or lack the time or capacity to recruit actively. You can also outsource your entire recruitment process to us.

### Sourcing is our speciality

We source and find candidates at all levels – from junior to senior executives/C-level. Within every market and specialism. With our active search, we focus exclusively on interested, qualified, and, therefore, relevant candidates.

Our clients are national and international organisations. From multinationals to small companies, with or without corporate recruitment.

### 20 years of experience

We stand out thanks to our effective and efficient process, because we think out of the box. In addition, we have 20 years of experience within all sectors/field. **This means that we are able to fill almost any vacancy.**

### Our philosophy

In addition to finding the right candidates for every vacancy, we have a mission: **making recruitment & selection more transparent, effective, and efficient.**

Our methods might be somewhat unconventional. No offices, cars or fancy suits. What we do have is a great deal of knowledge and experience, and a strong focus. **Recruitment & selection stripped of all its frills and excess baggage.** This allows for short lines, low rates, and fast results.

## Our basic principles

### Result-oriented

In the end, only one thing counts: that you find the right candidate.

### Transparent

We like to be transparent in everything we do. This means: fixed turnaround times, a clear step-by-step plan, and transparent pricing. We are also meticulous in our communication with you and with the candidates.

### No-nonsense

To be sure, sc(k)outing is labour-intensive, but it's not rocket science. But what is it then? Clocking a great many hours, knowing what we're looking for, and not stopping until we've found the right candidate. We focus on the core and... it works.

### Responsible

Skouts only accepts an assignment if we believe we can fill the vacancy. We take our responsibility by committing ourselves completely.

### Individuality

We ensure successful matches between organisations and professionals in our own way. Reading CVs in one thing; translating requirements into a search profile is something completely different.

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*'Within relatively short time Skouts come with highly qualified candidates with a personal explanation. Skouts switches in a pleasant and professional way both with me as the client as with the candidates. Finally, it is not just their way of working that is no-nonsense also their fee structure is very clear.'*

Lot Aarts | HR Manager at Schiphol Group

## How do we find your ideal candidate?

01

### Intake at your location

- Discussion of vacancy & introduction of organisation.
- Translation of vacancy into search profile.
- Definition of hard and soft requirements.



02

### Sourcing, finding, & selecting

- Identifying target group and creating longlist.
- Informing candidates of this vacancy (by phone).
- Selecting candidates on hard and soft requirements and motivation (by phone).



03

### Introduction & results

- Introduction of selected candidates by phone or email.
- Meetings with at least 3-5 candidates.
- Adding positively assessed candidates to shortlist.



04

### Optional

- Supervision of selection interviews (free of charge).
- Planning interviews and communication with candidates throughout the process.

