

## The HR SmartSource Difference



HR SmartSource provides customized, personal staffing solutions to firms seeking to fill professional and technical positions. Our services are competitively priced because we don't have the high overhead costs of the larger firms, have developed an extensive recruitment network, and use innovative, focused techniques to fill your jobs.

We believe that the foundation for hiring the right person is character, competency, and chemistry. If for some reason an employee does not work out, we will repeat the hiring process at no charge. We will do whatever it takes – satisfaction guaranteed.

"I founded HR SmartSource to provide clients with personalized service that delivers top candidates. I care about you, your budget, and that the candidates I send you are truly qualified.

I have experienced recruiting from both sides of the desk - from an internal HR department with recruiting goals to a large recruitment firm placing job orders and successfully hiring candidates.

My mission is to become an extension of your human resources department and provide you a truly professional experience – efficient, customized, and a competitive value."

*Andy Murray  
President and Founder, HR SmartSource Inc.*



Smart Matches. Guaranteed Results.

**SUCCESSFULLY MATCHING  
THE RIGHT CANDIDATES  
TO YOUR CRITICAL POSITIONS**



Smart Matches. Guaranteed Results.

***Call today for a free,  
no-obligation consultation!***

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## CONTINGENCY SEARCH

**HR SmartSource** delivers strong candidates for your professional and technical positions. *We customize our recruiting program* to meet your specific needs and strongly believe in keeping the communication flowing.

After developing a detailed understanding of your industry, company, and job requirements and qualifications, we post your position, work our candidate database, and search resumes for a match. **HR SmartSource** filters resumes, conducts phone interviews to further assess the candidates, and presents you with only the best candidates.

Our Contingency Search *works well in all industries and focuses on career oriented positions* including Accounting and Finance, Information Technology, Management, Sales, Executive Administration, and Human Resources.

## RETAINED SEARCH



Do you have job openings but can't find the time to go through all the administrative steps?

Do you need to fill several positions but want to avoid the high commission costs?

*For a flat fee, HR SmartSource* posts your job positions, sources qualified resumes, and provides you with a summary of each candidate.

Our creative Retained Search process is *particularly time and cost effective* when filling commission based positions including sales representatives, financial advisors, insurance sales, and real estate sales.

## DIRECT COMPETITOR

Do you want job candidates that already know your industry and are at the top of their game?

**HR SmartSource** *recruits candidates directly from your most successful competitors.*

We work with you to develop a list of targeted companies and contact their top employees to persuade them to interview for your job openings.

**HR SmartSource:**  
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