





Recruiting: A Better Way

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The Challenge

Organizations need talent but frequently find their HR organizations struggling to keep the top of the ‘talent funnel’ full of good candidates. *Recruiting is a labor-intensive process and is next to impossible to do well when HR is juggling employee relations, legal compliance, training, benefits, payroll, and other administrative tasks.* It is likely that your organization is doing the best it can with the resources it has. That said, sometimes the very best application of your resources is not enough, so that is when you need to engage a recruiter.

The Reality

You need to engage a recruiter, but don't trust them. You've been burned before, and you likely feel like you haven't gotten your "money's worth". We know, because we have seen the damage and heard the horror stories!

You want to have your cake and eat it too, so you seek to engage recruiters on a contingency search basis. You think it will get you great talent, in higher volume, faster. But, if you think about it, this arrangement puts your internal HR department at odds with the recruiter you've just hired. Not to mention, you likely have several recruiters competing against each other on the same search. Neither situation is motivating for a commission driven recruiter and this is where things get off track. The truth is, the lack of partnership inherent in contingency recruiting comes at a cost to quality and long-term success, and establishes ground rules that will most certainly ensure your continued distaste for recruiters. [We have a much better solution!](#)

The Truth

True North has learned from more than 2,000 searches with clients in all industries and all sizes that the contingency search model is not designed to instill a sense of commitment and quality, thereby increasing the likelihood of not obtaining the long-term value companies desire. If you are interested in learning a new way to meet your organization's hiring needs without putting your organization or it's financial and human resources at risk, [let us know](#). We'd be happy to help you find the right people for your team and have a solution that aligns and protects everyone's interests.

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