

Advertised Search and Selection

If the route chosen is Advertised Search and Selection, Starbuck James will advise as to the most effective way to attract the best candidates through targeted advertising.

Our first consideration is whether a client-branded advertising campaign is necessary. We invest heavily in high-end executive job boards, and we may well advise that advertising under our own branding could generate the quality and volume of candidates needed. This is also an excellent service for times when you do not wish to disclose the company identity.

However if we agree that a client-branded campaign is the best route we will:

1. Help you write the brief
2. Help you create the advertisement(s)
3. Suggest the best medium (web sites, newspaper, trade journals etc) in which to place the advert(s)
4. Place the advertisement(s)
5. Manage the response

Selection Process

Whether the campaign is under our brand or yours, we will always:

1. Respond promptly and politely to every single application
2. Interview the best candidates face to face (against your competency framework if desired)
3. Present you with a short list with full interview notes based upon previously agreed rationale
4. Arrange for you to interview the short listed candidates
5. Work closely with you and the candidate as you move towards the offer stage
6. Facilitate negotiations, financial or otherwise, between candidate and client in order to optimise the chances of a successful appointment