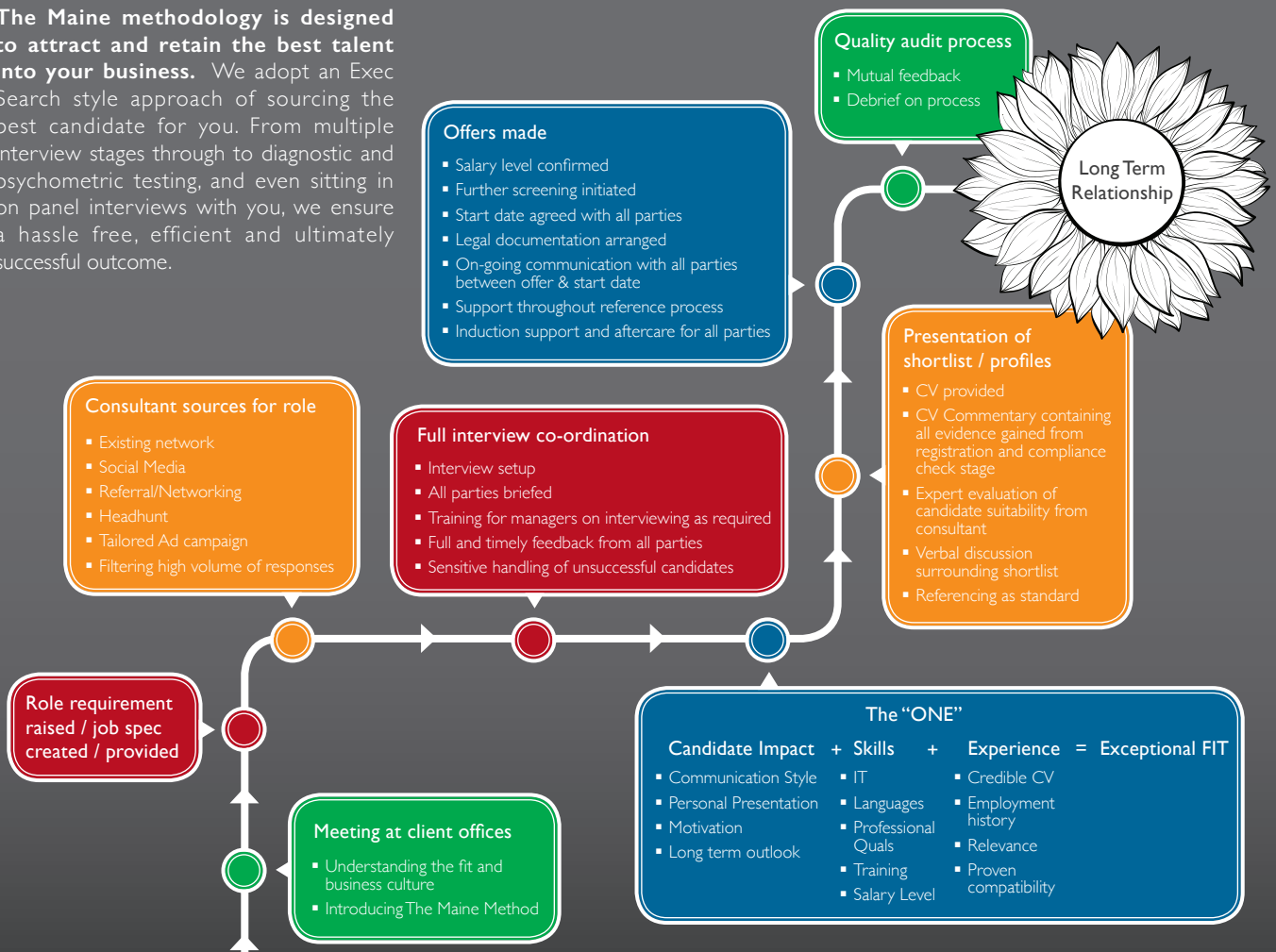


The **Maine methodology** is designed to attract and retain the best talent into your business. We adopt an Exec Search style approach of sourcing the best candidate for you. From multiple interview stages through to diagnostic and psychometric testing, and even sitting in on panel interviews with you, we ensure a hassle free, efficient and ultimately successful outcome.



**Role requirement raised / job spec created / provided**

**Meeting at client offices**

- Understanding the fit and business culture
- Introducing The Maine Method

**Consultant sources for role**

- Existing network
- Social Media
- Referral/Networking
- Headhunt
- Tailored Ad campaign
- Filtering high volume of responses

**Full interview co-ordination**

- Interview setup
- All parties briefed
- Training for managers on interviewing as required
- Full and timely feedback from all parties
- Sensitive handling of unsuccessful candidates

**Offers made**

- Salary level confirmed
- Further screening initiated
- Start date agreed with all parties
- Legal documentation arranged
- On-going communication with all parties between offer & start date
- Support throughout reference process
- Induction support and aftercare for all parties

**Presentation of shortlist / profiles**

- CV provided
- CV Commentary containing all evidence gained from registration and compliance check stage
- Expert evaluation of candidate suitability from consultant
- Verbal discussion surrounding shortlist
- Referencing as standard

**Quality audit process**

- Mutual feedback
- Debrief on process

**The "ONE"**

**Candidate Impact + Skills + Experience = Exceptional FIT**

- Communication Style
- Personal Presentation
- Motivation
- Long term outlook
- IT
- Languages
- Professional Quals
- Training
- Salary Level
- Credible CV
- Employment history
- Relevance
- Proven compatibility

