

STAFFING **ADVISORS**

HOW-TO-GUIDE

What Makes Results-Based Hiring[®] Effective



People often say hiring and retaining top performers is unpredictable. But it doesn't have to be.

Results-Based Hiring® is a transparent, competency-driven approach to hiring that attracts a diverse group of highly qualified candidates, reduces bias in the selection process, and enables you to confidently hire and retain exceptional candidates who thrive in your unique work environment.

The secret to Results-Based Hiring® is setting clear performance expectations and using a consistent method for identifying candidates, accurately evaluating competencies, and ensuring strong cultural alignment.

By design, our sourcing, vetting, and structured decision-support tools work together to help you hire and retain people who can achieve your desired results. Our process is responsive to your unique needs and culture and the current job market factors that may affect your search—the very opposite of a cookie cutter approach.

Serious candidates want credible information about performance expectations and the realities of the job. To build their trust, we prioritize gaining a deep understanding of the competencies that will drive impact and any challenges inherent in the role. We share both clearly, up front.

Before we present candidates to you, we help you make sense of relevant job market trends, including pay transparency, market value compensation, hybrid and remote work options, and more. We work closely with outside compensation, benefits, and onboarding experts to ensure you have all the information you need to attract and retain your new hire.

From the moment we begin recruiting, we monitor candidate response metrics and carefully observe job market factors. With an agile approach, our team continually adjusts our tactics to adapt to a constantly changing labor pool.

Transparency and accountability are foundational to how we work and communicate. You know exactly how we are supporting you every step of the way.

Since launching RBHP in 2006, we have helped leading nonprofits, associations, and social enterprises consistently hire high-performing employees.

Over 100 organizations have engaged with us three or more times, and many rely on us for their key hiring needs.

Although the hiring landscape is complex and fast-changing, you're not on your own. Results-Based Hiring® will expand your options, reduce risk, and help you make a rigorous, fully-informed decision with the best available information.

A Focus on Results

At our kickoff meeting, we lead a discussion with your team to define the specific business results you expect, the knowledge and skills required to drive success on the job, and your shared working values. We prefer to include everyone with a voice in the hiring decision to ensure your entire team's expectations are well-aligned with job market realities.

We look deeply into factors that could lead to turnover.

- Ensuring that performance expectations are clearly defined by the hiring team.
- Ensuring that candidates are carefully evaluated based on key competencies that drive impact while minimizing extraneous factors.
- Ensuring that candidates' values and work style will add to your culture.

We help you identify objective, concrete, and measurable performance expectations and the competencies most likely to deliver them.

Because so many of our placements succeed, we are able to offer an industry-leading, unconditional 18-month replacement guarantee. It's a reflection of our long-term partnership approach.



"They started by asking us the right questions to make us think about the position we are filling to define what success is for the right candidate."

Robert Pinnegar
CEO
National Apartment Association

A Focus on Results


Key competencies guide our work from start to finish.

- We assess key competencies in our interviews with candidates.
- We develop interview questions and other strategies that help you better assess the key competencies.
- We create and provide a candidate evaluation form so no key competencies are overlooked when you compare candidates.

Our competency-driven approach to hiring intentionally makes space for your team to consider candidates from a wide range of career paths and lived experiences.

With clearly defined key competencies as a benchmark, your interviews will more accurately predict success on the job while reducing the potential for unintentional favoritism toward less competent candidates with more familiar backgrounds.

We also look at what a successful candidate will find intrinsically rewarding about the position. What is uniquely attractive about performing this job, at this time, for your organization? What shared working values lead your employees to thrive? Experience shows that people who join organizations for the right reasons tend to stay.



“The Staffing Advisors team gains a deep and tangible understanding of the cultural pieces that make each organization thrive, and they translate those lessons into a very successful rubric to determine if eligible candidates would be successful in our culture.”

Raj Vinnakota

President

Institute for Citizens & Scholars

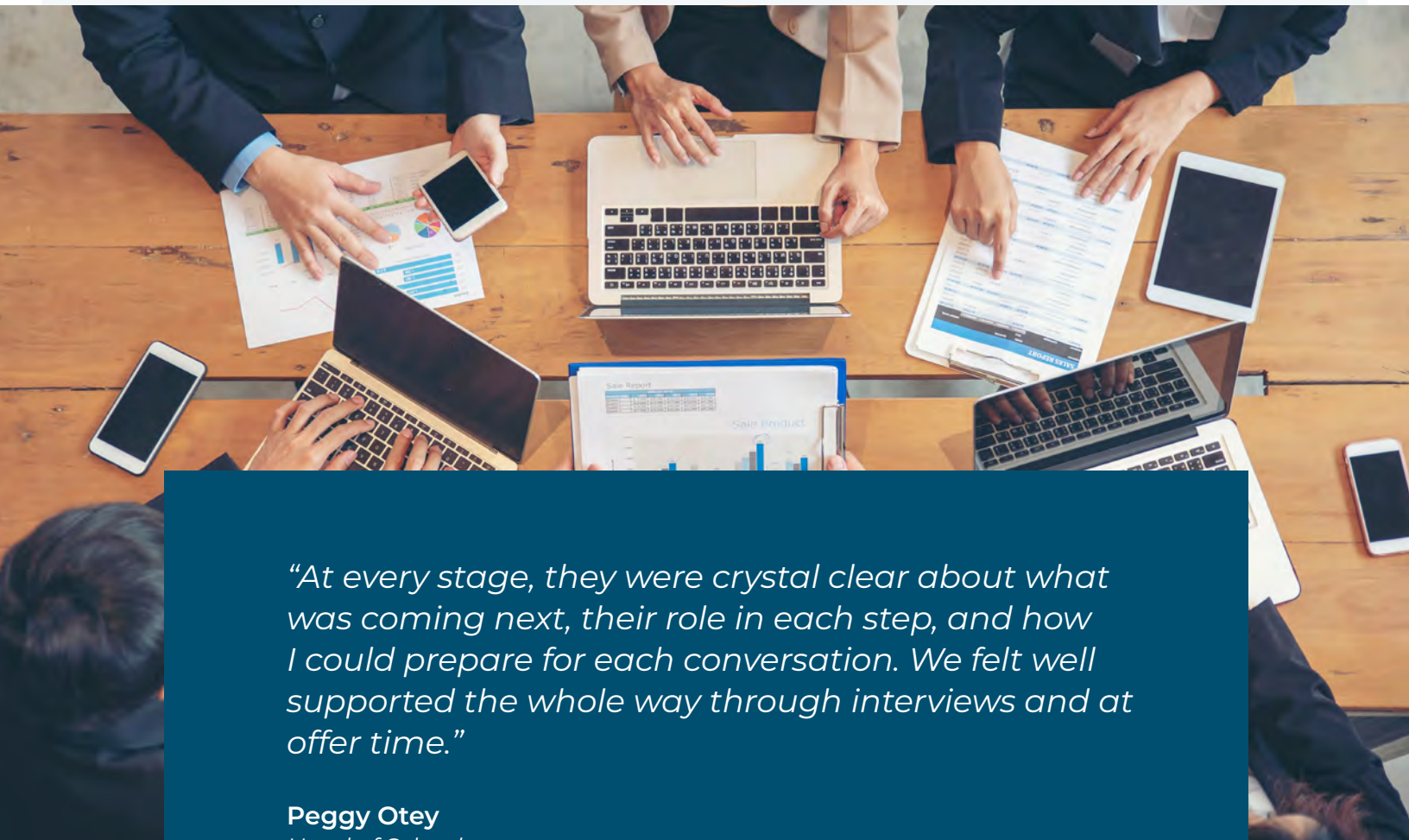
A Focus on Results

We support you every step of the way.

After the kickoff is scheduled, we give you a detailed projected search timeline, so you know what to expect and when.

We handle everything, including writing the job description, scheduling your interviews, developing briefing materials and customized interview questions, and benchmarking your salary range using a third-party compensation consultant.

We document every step, leaving nothing to chance.



“At every stage, they were crystal clear about what was coming next, their role in each step, and how I could prepare for each conversation. We felt well supported the whole way through interviews and at offer time.”

Peggy Otey
Head of School
Browne Academy

Crafting a Compelling and Authentic Recruiting Message

Guided by the key competencies and experience defined by your team, we develop a compelling recruiting message that serves as a strategic marketing tool throughout your search.

Also referred to as a position overview, this message reaches beyond a typical job description with in-depth context about your performance expectations and factors that make this role and your organization appealing.

We work with you to craft an authentic representation of the position in which candidates can see themselves succeeding. Within hours of your approval, our recruiting team dives in.



Recruiting a Diverse Pool of Talented Candidates

Rather than relying solely on established contacts, our competency-driven candidate research process expands our thinking, enabling us to connect with a broader range of potential candidates. We typically identify more than 150 well-qualified candidates within ten days of launching your search. This is a more comprehensive and inclusive research strategy than the common “who do you know” approach.

Relying solely on established contacts—the “who do you know” approach—overlooks vast segments of the potential candidate pool because it tends to yield demographically similar candidates.

Although our internal database holds detailed information on more than 200,000 professionals, 90% of the candidates we contact are unique to each search, and only 10% have been previously interviewed by our team. Your search is driven by our custom research and outreach strategies, not by a list of people we know.

The senior leaders of our strategic recruiting team are Certified Diversity Sourcing Professionals with over 15 years of experience in executive recruiting. For each search, we develop strategies to actively seek out relevant groups and networks that include traditionally underrepresented candidates.

“They challenged our thinking with ‘stretch’ candidates and recommended improvements to our interviewing practices to increase the diversity in the candidate pool.”

Mary Lue Peck
SVP
BOMA International



Vetting Candidates in a Blind First Interview

By methodically vetting candidates, we reduce your hiring risk while giving you greater insight into potential on-the-job performance.

In the first two weeks of your search, we invite your team to review a small sample of anonymized potential candidates. Your feedback helps us think about how different career paths might translate into success in the role and helps shape our vetting questions. Our goal is to gather and present job-specific information not commonly found in resumes.

As we develop your candidate pool, we invite each promising candidate to submit a written response to the vetting questions we discussed. This serves as a “blind interview,” giving you greater insight into candidates drawn from less traditional backgrounds. The supplemental information allows you to quickly observe how each candidate thinks before making your interview choices.

With these timesaving and bias-reducing supports in place, you can select candidates to interview knowing you have made a fair and fully informed decision.



“I particularly appreciated them gathering the candidate’s supplemental information which was like the first 15-minutes of an interview saving us time and helping us focus the interviews to get quicker results.”

Josh Hodges
Chief Customer Officer

Decision Support to Make Your Interviews More Effective

Relying on a resume alone is one of the least effective ways to select a top performer. An impressive resume sometimes hides an ineffective candidate; an unimpressive resume sometimes masks a great one. And no resume can give you the full story. When you limit yourself to the factors visible on a resume, you overlook highly qualified and nontraditional candidates.

To help your team look beyond the resume and form a competency-driven picture of your prospective hire, we provide a robust dashboard including:

- Each candidate's resume and supplemental information (blind first interview responses)
- Key competency evaluation criteria
- Competency-driven interviewing questions to help assess cultural add while minimizing the potential for any bias toward the familiar
- A competency-driven interviewing checklist
- Additional tools unique to your search

We also collaborate with you to develop customized real-world work sample testing exercises that require the candidate to perform actual work during the interview process.

[Research shows](#) that work sample testing is more predictive of successful job performance than the interview itself.

Our structured decision support will help you assess whether candidates are demonstrably better than their peers at achieving the business results you require while working in an environment like yours.

"I gained real insights into each candidate's competencies and fit with our core values."

Beth Gunzel
CHRO
American Physical Society



Protecting Your Reputation

We do everything possible to fiercely protect your reputation and employment brand. Staffing Advisors has a long track record of paying meticulous attention to every aspect of the candidate experience, ensuring everyone is treated fairly, consistently, and with respect.

We make applying for a position as straightforward as possible. Our applicant tracking system is one of the most candidate-friendly systems on the market, and we offer the option to apply directly through email to accommodate candidates who choose not to apply online.

Every candidate should have a favorable impression of your organization, regardless of whether you hire them.

Data-Driven Strategy Combined With Decades of Experience

Since our founding in 2002, Staffing Advisors has placed over 900 top performers in every functional area and career level for some of the nation's leading associations, nonprofits, and social enterprises. Our time-tested approach is designed to help any organization make the best decision possible, no matter how challenging their hiring need.

With over 30 years of experience in executive search, Staffing Advisors founder Bob Corlett works closely with our 9-person team of specialists to ensure quality results.

Our client engagement team has over 50 years of combined recruiting experience, supported

by expert researchers, writers, strategists, and sourcing professionals. Working simultaneously to move your search quickly without sacrificing detail, our team ensures a predictable and fast-moving interview sequence that is attractive to candidates and reduces the risk of losing your top candidate to a competing offer.

Staffing Advisors has spent decades developing recruiting strategies, process controls, and team expertise with one goal: to enable you to fill your open positions in record time, freeing you to focus on achieving results instead of worrying about hiring.



Our Business Model Is Built On Partnerships

Our clients work every day to make life better for others, and there's nothing we won't do to help them succeed. We intentionally offer lower rates than many recruiting firms because we believe our clients deserve best-in-class service without a crippling price tag.

How can we do that? We choose not to operate on sales commissions. More than 87% of our work comes from existing clients, and most new clients come from referrals. By not paying commissions, we also avoid many potential conflicts of interest that can arise in a sales culture.

And as a nimble, completely virtual company, our employees work remotely, helping us attract and retain an extraordinary team without the expense of office space.

Through over 200 client relationships, we've placed high-performing employees in a wide range of functional areas and career levels, from specialist to CEO. We understand the challenges you are facing. That means we know the right questions to ask and how to recruit and evaluate exceptional leaders who get results.



“Our Society has come to rely on Staffing Advisors for all of our hiring needs. We’ve quadrupled our staff size in 3 years with the help and partnership of Staffing Advisors. They consistently bring us excellent candidates who are importantly also a good fit with our team and culture.”

Francesca Dea
CEO

Society for Cardiovascular Angiography and Interventions

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