

direct hire

Your people. Engaged in your success.

Your people power your business performance. Reaching your strategic goals requires identifying, attracting, qualifying, hiring and retaining the right talent while conserving your resources and controlling your costs. Let Amtec provide the solution to your talent acquisition challenges.

Amtec's Direct Hire Division specializes in cost-effective contingent searches for "A" players to fill your regular full-time positions. With nearly 50 years of professional recruitment experience, our talent experts understand the critical role people play in achieving your business goals. As an extension of your staffing practices, we'll work closely with your HR team and hiring managers to define your precise requirements and bring you top-grade professionals engaged in furthering your company's success.

Efficient and effective.

Along with industry-leading recruiting experience, Amtec's Direct Hire Division employs an industry-unique model to maximize the efficiency and success of your hires. We call this model "Encompass" — our proven talent-acquisition process for fulfilling your direct-hire needs with maximum speed, efficiency and effectiveness.

Encompass is designed to save you countless hours and associated costs by streamlining the search for the right professional and accelerating their performance and contribution once they start. This allows you to focus your time and energies on your core competencies, and engage your people more quickly.

Encompass in action.

- **Defining your DNA**

We begin by conducting a Discovery Needs Assessment (DNA) to clearly define and understand not just your skill-set requirements, but your strategic business goals and company culture. This allows us to ensure that the candidates we present are aligned with your company's vision.

- **Capturing your requirements**

During a high-yield capture meeting with your selection team, our talent experts make sure they understand your critical staffing challenges as well as your key objectives. Together, we'll review your requirements, and expectations. We conclude this meeting with a precise understanding of the mission of each position, as well as the cultural requirements needed for success.



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- **Documenting your requirements**

Based on the information we've gathered, our talent experts develop an Amtec Ticket™ for each position. This assessment tool and candidate scorecard clearly documents your requirements and expectations, as approved by you.

- **Filling the Amtec Ticket™**

Measuring each candidate against the Amtec Ticket™, we identify the most qualified professionals. In conjunction with the Amtec Ticket, we incorporate a comprehensive assessment system to qualify competency, character and cultural compatibility. Our unique

process enables us to thin-slice the selection of candidates to those who most accurately meet your specific requirements and are best aligned with your business goals. All candidates presented are thoroughly pre-screened, interviewed, reference checked and qualified to your standards.

- **Presenting the right candidates**

We promise not to inundate you with resumes, or waste your valuable time with under-qualified candidates. With an exceptionally high 60% submission-to-interview (S2I) rate, our talent experts present only those professionals who truly fit the Amtec Ticket™ and meet your requirements.

- **Getting up to speed**

Using our proprietary Performance Acceleration Tool (PAT), new hires accelerate their knowledge and shorten their ramp-up time, ensuring a successful start and faster time-to-productivity.

Our process. Your advantage.

Our unique Encompass model has resulted in one of the industry's highest interview-to-hire (I2H) ratios. More than being technically qualified, the talent we deliver is well-integrated with your culture and actively engaged in your organization. The outstanding success of our candidates, and our clients' hires, allows us to offer one of the industry's strongest replacement guarantees designed to protect your investment and preserve a long-term, mutually beneficial relationship.

We welcome the opportunity to partner with your company and put our Encompass process to work for you. Contact Amtec's Direct Hire Division today.