

# Wiss Talent

Lending a helping hand for your recruiting needs

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**Recruiting Practice Leader**



# Our Recruiting Practice: A Quick Background

- Practice Leader with 20+ years of Finance and Accounting foundation (Fortune 100 Company) most recently Division Director (Permanent Placement) with Robert Half.
- Key Verticals
  - Accounting/Finance (Assistant Controllers/Controllers/CFO's/VP's of Finance)
  - Accounting Operations (AP/AR/Payroll)
  - Human Resources/Administrative (VP of HR/Executive Assistants, etc.)
  - Supply Chain
  - Construction/Engineering (Estimators and Project Managers)
- Offer interim/fractional CFO/Controller solutions (contract/consulting)



# Why Choose Wiss?

## **Established Brand**

Trust and Credibility – 50 years as a pillar of the Northern NJ community

## **Industry Expertise**

Our firm has a diverse industry presence including; Real Estate, Food/Beverage, SaaS/Technology, Pharma/Biotech, Construction, Not for Profit, Media and Manufacturing. For existing Wiss clients, we know your business best and are able to identify the right technical and cultural fit.

## **Boutique/Concentrated Approach to Recruiting**

Our Practice is predicated on cultivating long term relationships, we are not a high volume/transactional agency – your position gets our full attention, which translates into thorough candidate screenings resulting in the highest candidate retention rates.

## **Specialized**

Focused on Accounting/Finance /Human Resources



# How do we source candidates?

- **Partner and client referrals**
  - Many of these candidates have previously been Wiss clients, or even candidates that have worked with our Partners at a previous company.
- **Proactively recruiting on LinkedIn**
  - [targeting the passive candidate base]
  - This approach tends to yield the highest caliber candidates, as these candidates are usually not actively looking, but when offered a unique opportunity (career growth, unique company, or a position closer to home) they often will be open to hearing more.
- **Post external ad on job sites (Indeed, Zip Recruiter, etc.)**
  - Least effective way to attract passive candidates – The majority of passive candidates are not applying to online ads, but instead utilize an Executive Recruiter to source opportunities for them.



# The Interview/Screening Process

The Recruiting team conducts interviews (phone, in-person, Zoom, Teams) to assess the candidate's interest in a new opportunity, evaluate technical credentials, & determine the type of opportunity they desire along with their compensation requirements.

Based on an initial interview, a determination will be made if they are a high caliber candidate/potential placement for a client (we emphasize soft skills, particularly Executive polish).

Partners (specific to Wiss client opportunities) will participate in the interview process prior to the client meeting the candidate (may be a phone/Zoom or in-person)

Interview typically takes place at the client location – However, if it is a confidential replacement (Wiss will conduct interviews at their office or at a neutral location)



# Offer of Employment

- As part of the initial interview process, Wiss understands the salary the candidate is targeting for the position and discloses at the outset of the process. Full transparency is critical to minimize surprises and turn downs.
- Wiss will collaborate directly with client on the offer framework
- Offer along with explanation of benefits is presented and produced by client



# Fee Structure & Guarantee

**The fee structure for a successful placement of a Wiss candidate will be based on 1 of 2 methods:**

- Percentage of starting annual base salary [traditional approach] OR
- Flat success fee – This is typically utilized for Senior Leadership positions. It benefits the client if they have to offer a salary above their original budget, they are not paying a higher success fee.

**Wiss offers an unconditional 120 day guarantee on all successful placements.**

We want to ensure you have the best candidate and you are fully satisfied – Identifying the appropriate Talent is the foundation for success! We view our partnership as a long-term relationship.



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