

ROBERT SELLERY ASSOCIATES, LTD. PRESENTS

A FRESH APPROACH TO EXECUTIVE SEARCH: NO RECYCLING!



We do not recycle candidates in our searches. We believe every client is unique, and to achieve the best search results we take a fresh approach every time.

Our tailored search strategy concentrates on the appropriate people in “target organizations.” We search for candidates who are currently working in a similar organizations and corporate cultures. This approach ensures that the candidates we present to the client are fresh and, in general, not looking for another position. Nonetheless, they see the situation as worthy of exploring.

In the most recent three-year period, over 75 percent of our placements were not known either to our firm or our client organization. The majority of these placements were found through research on target organizations. Other methods of identifying candidates includes our network of contacts, and our website, www.sellery.com--an effective outreach tool that can catch “web surfers” who are serious about their job search.

During that same period about one-quarter of the placements were candidates known to our clients. The enriched candidate list gained from our efforts enabled the client to measure the people they knew against the greater marketplace and to feel confident about their decision to hire from within or go with the candidate that they knew.

Our dedicated search effort ensures at least two outcomes:

- 1) A successful completion to the search with placement of the best candidate, or
- 2) Conclusive information about why the position can not be filled under current specifications.

In the latter instance, we will work with clients to rethink options, such as position title, job responsibilities, including reporting relationships, and compensation.