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Assignments Handled:

Business Development Manager– KSA – HVAC

Finance Manager – Oil and Gas

Customer Service Manager – FMCG/Home Appliances

Mechanical Engineer – Manufacturing

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Dear All,

Welcome to our 16th monthly newsletter and HAPPY NEW YEAR!

This month, we will be giving you an insight of what our researchers really do when they search candidates that will fit the role and profile of an opening.

If we told you that, for the last 7 years, we have had to make 145 calls to fill an opening and 317 calls if it is in Saudi Arabia, would you be surprised?

Next month, we will share a concrete example of one of our most challenging search that we have completed so far.

Best Regards and Season's Greetings,

Zoran Marinkovic

Managing Partner – Blue Marin Management Consultancies

Behind the Scene of our Searches to fill an Open Position

We are very far from the cliché that we have candidates in our database, we give a couple of calls and send the resumes to the client and it is done; you get your fee... easy, isn't it?

We actually make a little bit more than a couple of calls as advised in the introduction above. After making 145 calls, we receive an average of 46 resumes to screen and we interview 14 candidates which gives us a rejection rate of 70% even though most of the candidates come from exactly the same industry, even same activity (a competitor). Indeed, the personality, the attitude, the approach, the communication and the motivation of the candidates must be assessed in a few minutes in order to decide whether they move forward in our 13 steps process or they won't make it. This first screening is usually made over the phone.

The next main step is the interviewing stage where we meet face-to-face all the candidates (whenever is possible) or we use webcams to interview them. This allows us to check all the information given in their resumes and ensure they really do what they say. Face-to-face interview allows us to feel the candidates with regards to their soft skills and to imagine if this profile (hard and soft skills) can work in our clients' environment, culture and employees.



After the interviews, we send confidential assessment reports of the candidates we consider are the best to fit the role and our clients' organization after which our clients decide who they would like to interview. The average of number of profiles shortlisted by the client is 5.

We always propose our clients to attend the interviews of the shortlisted candidates as we feel we know them very well after a dozen of interactions with our firm.

When our client chooses one of several candidates, we support them in making the decision and in the negotiation with the selected candidate so we maximize the chance that the offer sent to the selected candidate is accepted by the latter. Once the candidate signed the offer, we closely follow the selected candidate in their resignation process to ensure they really join our clients' organization. Once the hired individual starts their new role, we follow their integration in the first 6 months to ensure everybody is at the same page.

As a conclusion, it requires a lot of man/hour, a lot of expenses for telephone calls and all the other administrative costs. This is why we always ask our client to support us and not to use our own cash flow only to search for candidates on our clients' behalf.

**Meet Blue Marin Management Consultancies**

Our executive search practice is based on a national and international consulting network supported by in-depth research into the dynamics of the client's business, markets, competition, and environment. We identify sectors, companies, and sources within the target industries or functions to fulfill the client's needs. We also maintain contacts with attorneys, accountants, industry analysts and professional associations, and consultants connected with the target industries.

These research activities are handled by our industry-experienced staff members who are committed to quality and confidentiality.

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