



## SEARCH OPTIONS

### CLIENT CENTRIC FOCUS

One size does not fit all. Unfortunately over time, companies have come to expect this kind of approach from outside recruiters. The good news is that we have worked hard to develop options for you. Options that allow us to align our approach with your goals, problems and needs to deliver the best possible solution with your time-frame.



#### Variant Search

Variant Search is our direct hire placement solution. Whether you are working on a difficult search, have time or resource constraints, or want access to the passive candidate market, we have a solution for you. Each Variant Search service can be customized to fit our clients' unique needs.

#### Services

- Contingency
- No Risk Priority Search
- Executive Retained
- Project
- Functional Outsourcing

#### Variant Contract

Do you have a temporary need for a skill set, need an additional set of hands or would like to try before you hire? Variant Contract is our flex-staff solution where you decide how long the contract will be. We specialize in delivering experienced, professional talent ready to make an immediate impact on your business.

#### Services

- Contract
- Contract-to-hire
- Payroll Outsourcing

### CUSTOM SOLUTIONS

We continue to pioneer customized search and recruitment options that provide valuable results for our clients. Our capabilities, or service types, are aligned with our approach, which allow us to tailor the best solution for any given staffing need with each client.

#### We Offer:

- Functional Outsourcing / RPO
- Project Specific Recruitment
- Variant Pipeline (Active/Passive Sourcing)
- Detailed Activity Reporting
- Market Research
- Cold Calling/Direct Recruiting
- Referral Mining
- Job Boards postings
- Job Board searching
- Screening & Presentation of qualified candidates

