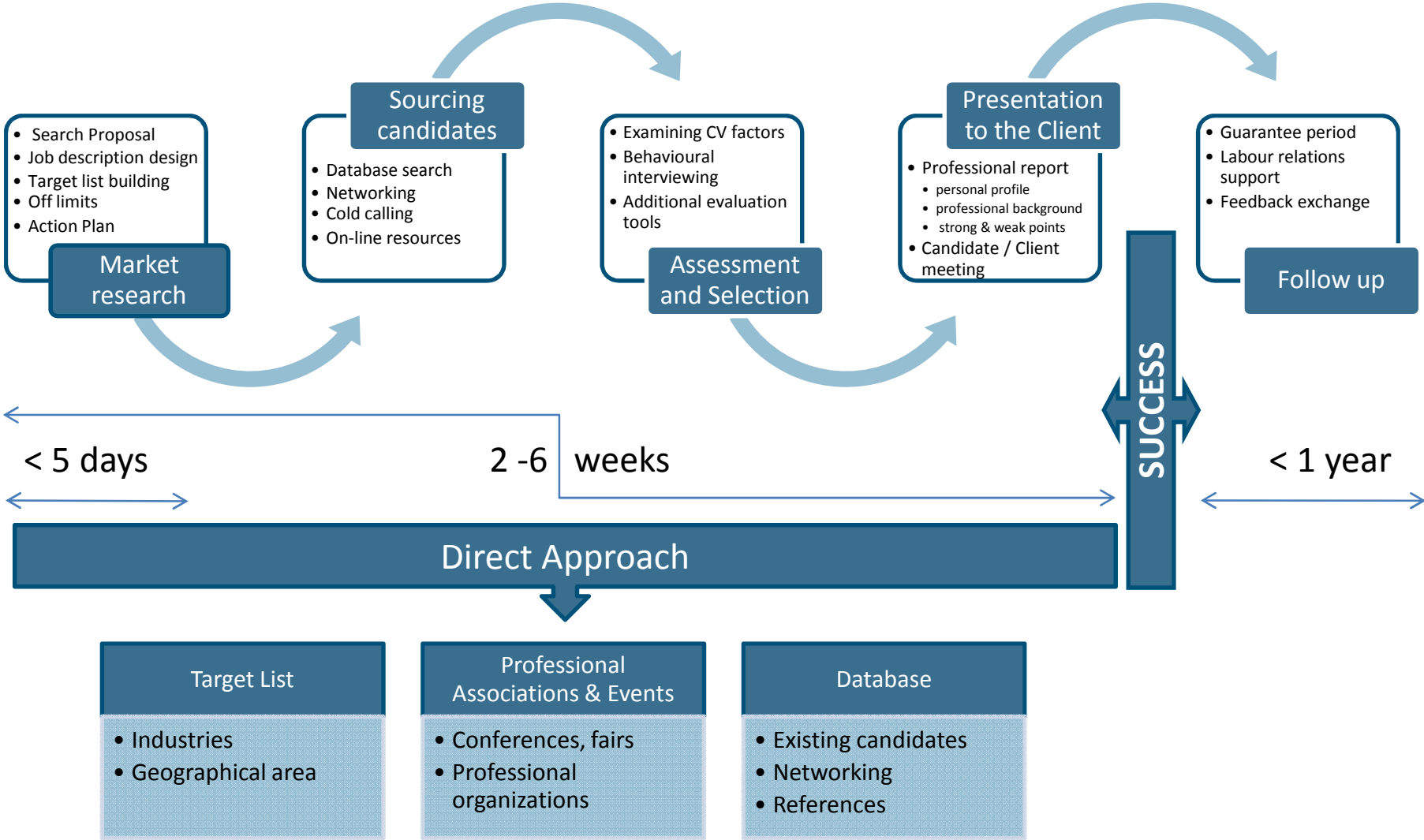

Our Search Process

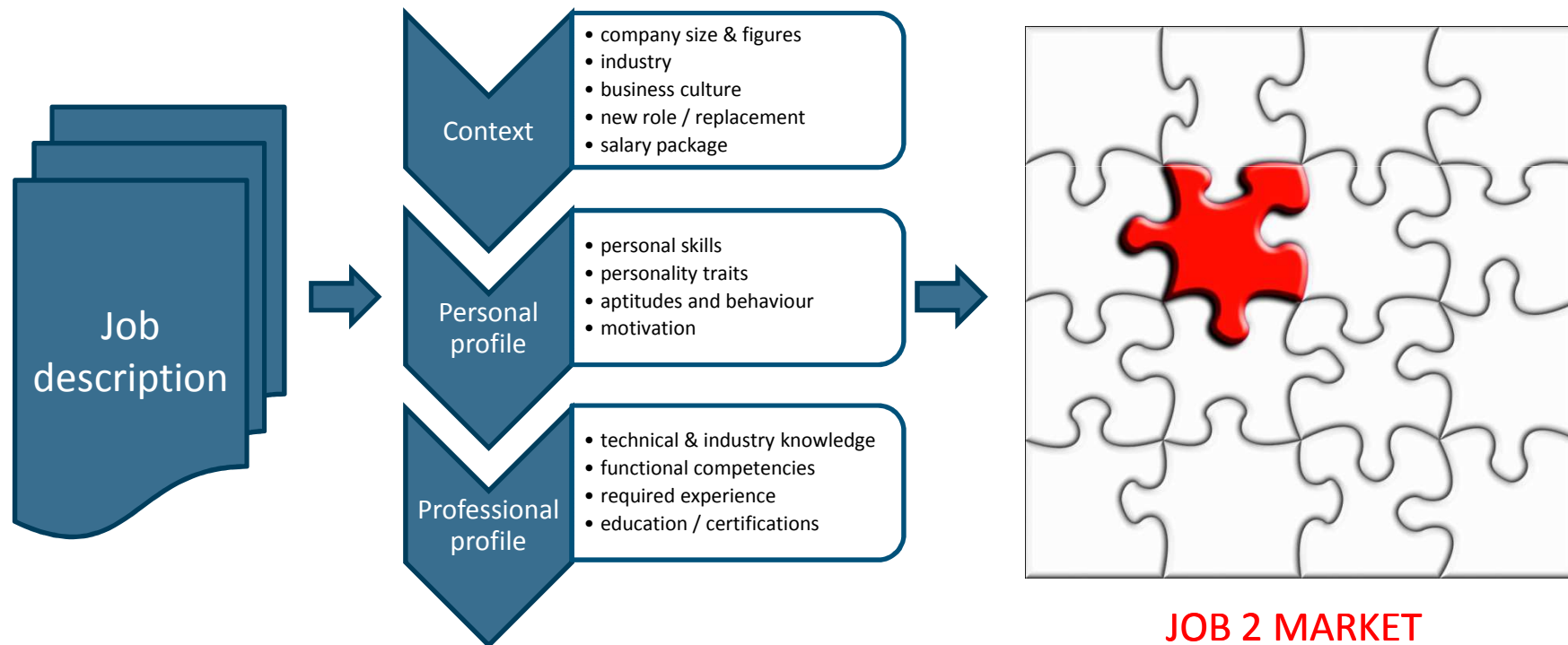


OUR METHODOLOGY



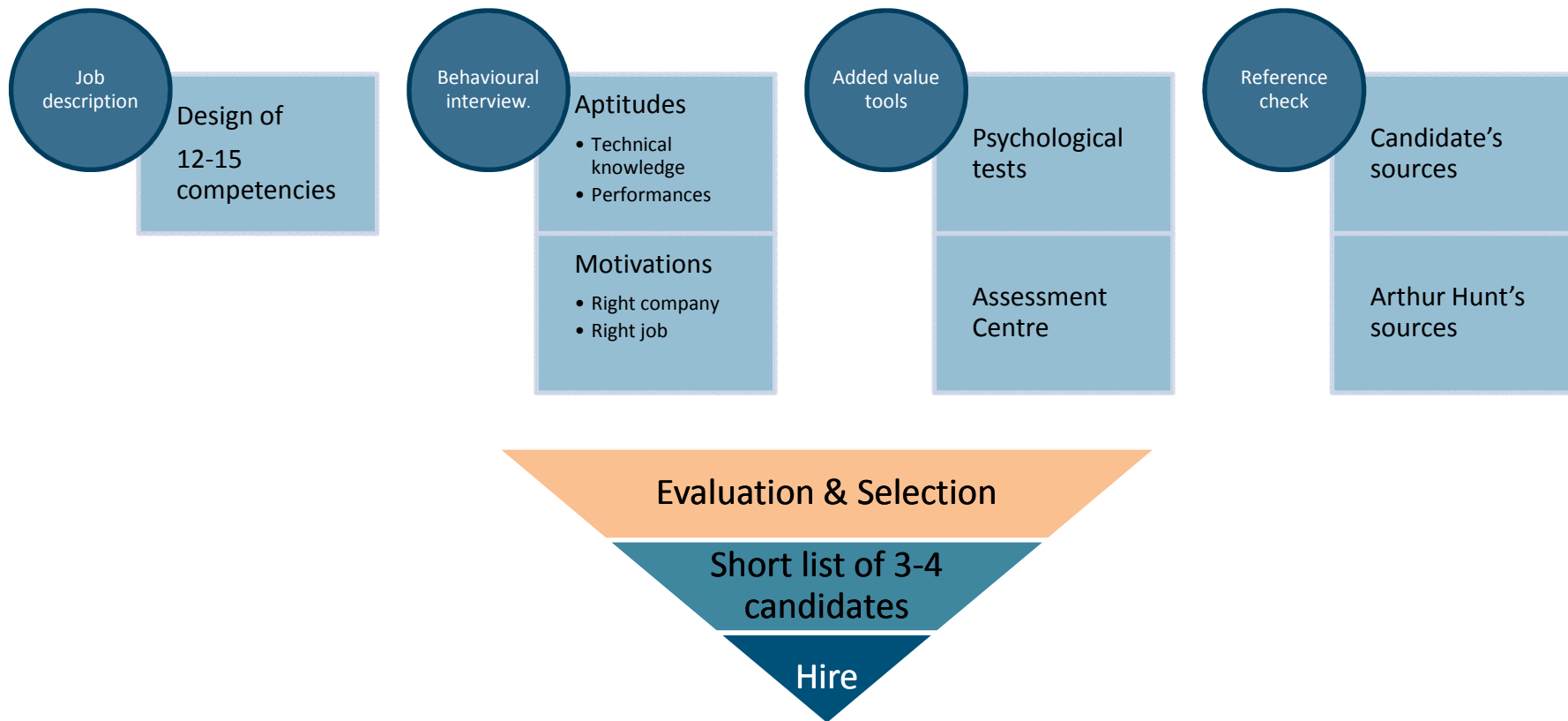
PREPARATION OF THE SEARCH

- *Every recruitment project starts with developing a complete understanding of our Client's organization, culture and people needs. As a result we prepare, jointly with our Client, a detailed Job Description of the position to be filled (outlining its key challenges and Client's requirements), as well as the search strategy – a list of target organizations to be approached in which the sought after candidates are expected to be found.*



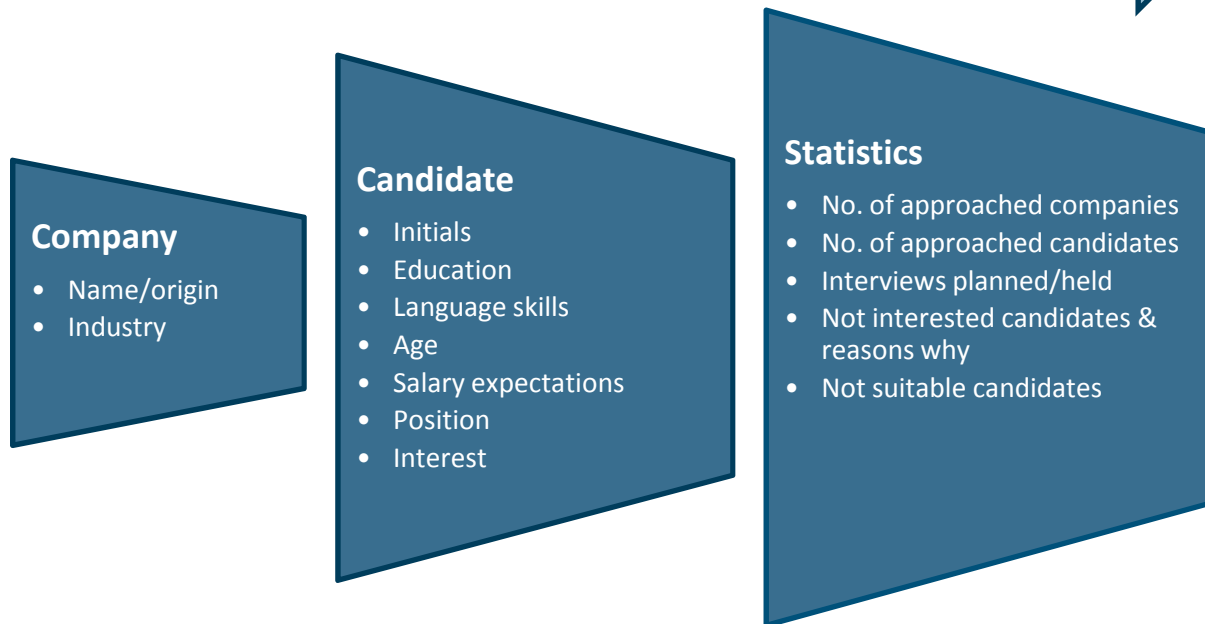
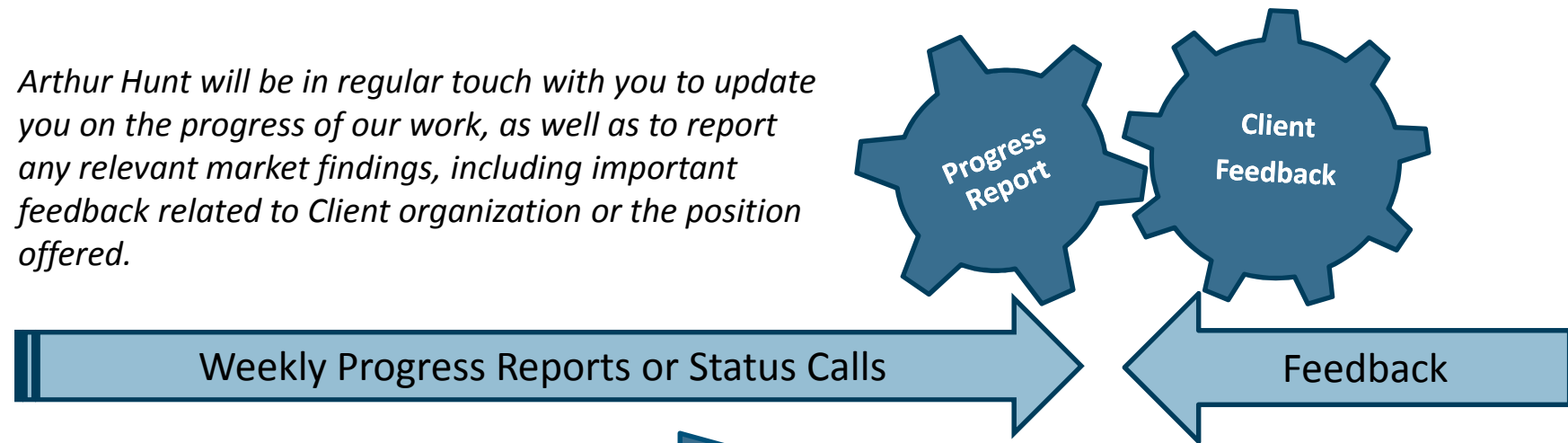
THE SELECTION PROCESS

- *After the completion of the first stage, Arthur Hunt's Consultant responsible for project execution will examine the structures of the target organizations. Jointly with the Research Department they will identify people who occupy adequate positions and contact them in order to assess their interest for the position offered as well as their level of training and experience during an interview.*



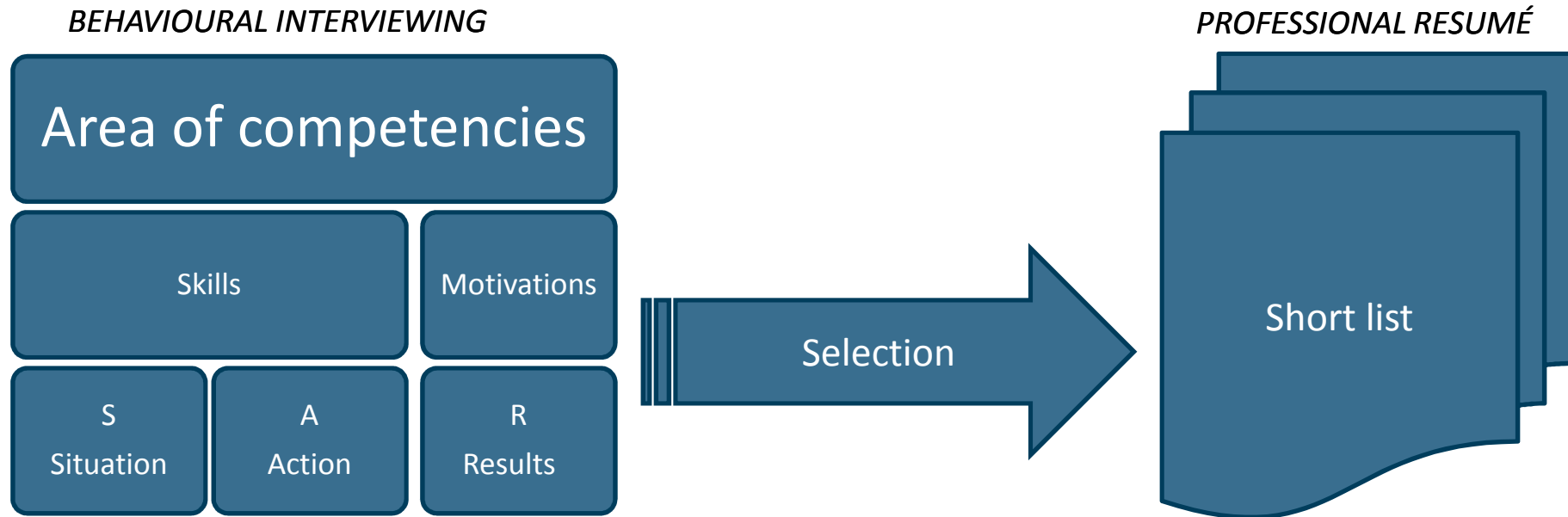
COMMUNICATION WITH CLIENT

Arthur Hunt will be in regular touch with you to update you on the progress of our work, as well as to report any relevant market findings, including important feedback related to Client organization or the position offered.



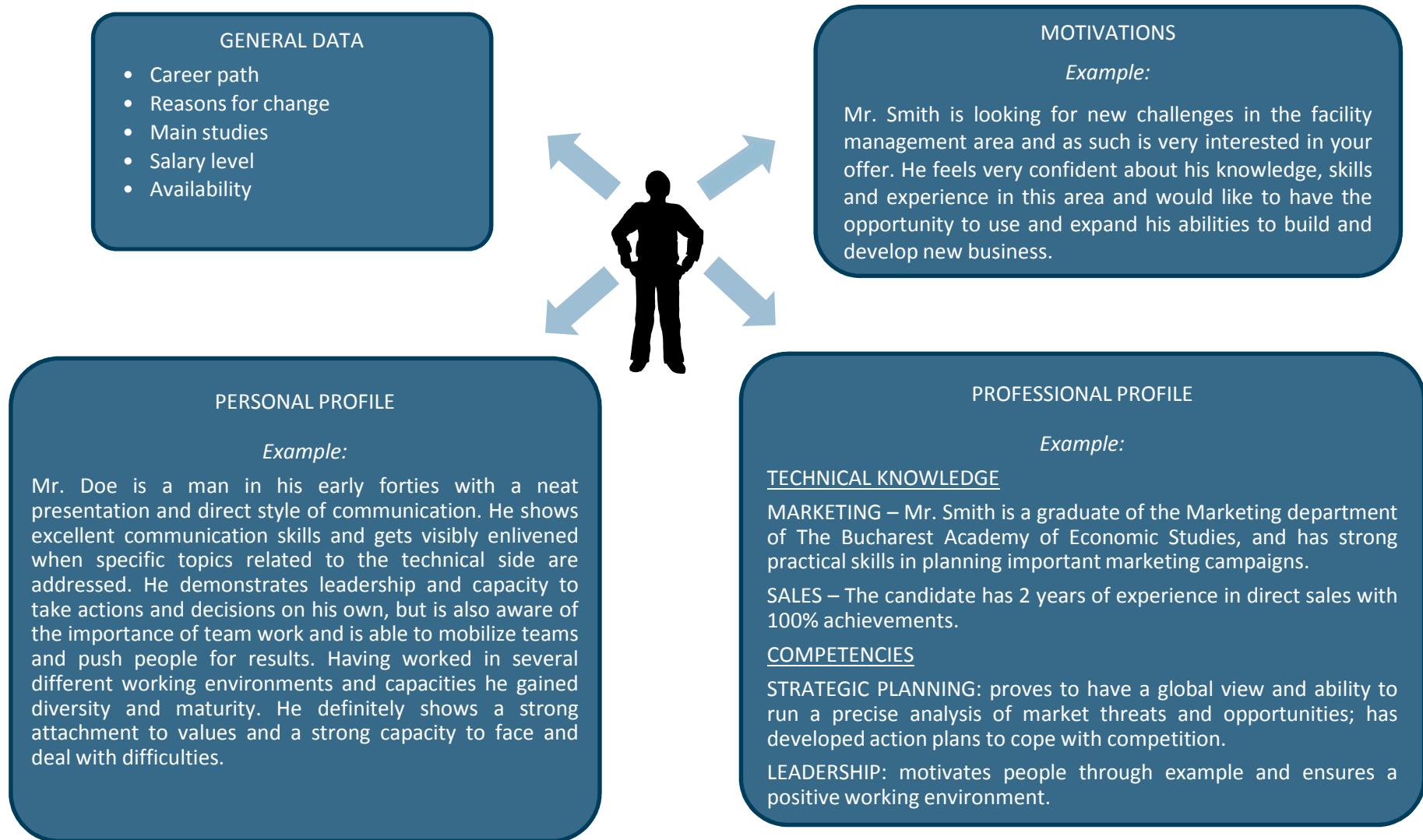
At the same time we expect the Client to communicate to us as many details as possible about the skills and competences of the person who should occupy the vacant position and the key challenges of the role, as well as about any changes in the above or in the internal structure of the company or its management during the execution of the project.

EVALUATION OF CANDIDATES



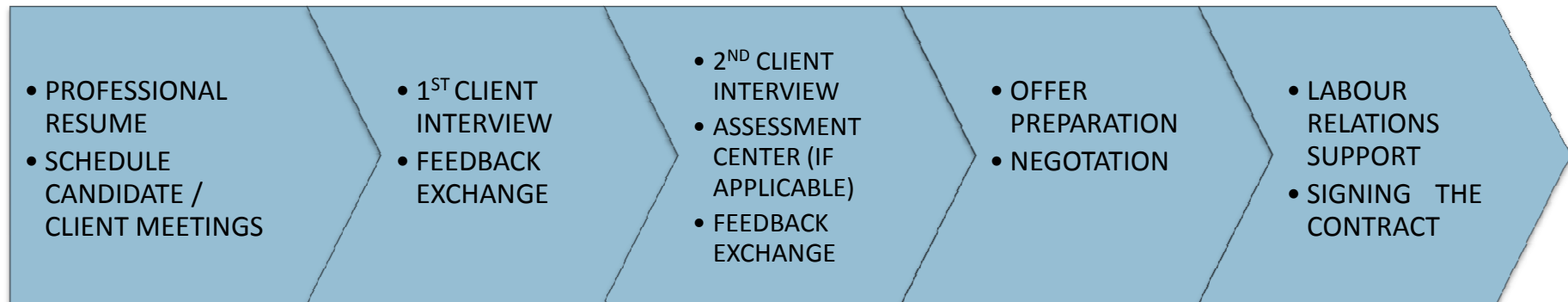
- *The pre-selected candidates will be further thoroughly examined by the lead consultant to obtain a realistic understanding of their accomplishments, capabilities, and potential. In order to determine their strengths and weaknesses relative to the position filled and to support the already made recommendations, the consultant will continue the assessment work by checking candidates' biographic data, collecting references on them, and conducting additional interviews or tests, as required.*
- *The consultant prepares evaluation reports about the 3-4 best candidates (short-list) and arranges their face-to-face meetings with the Client.*

EVALUATION REPORT – PROFESSIONAL RESUME



DECISION MAKING PROCESS

- *Arthur Hunt supervises the consecutive stages of candidates' assessment until the final decision is made. Should that be our Client's explicit request, we may participate in the employment negotiations and/or development of the labour contract to facilitate best possible agreement between the parties.*



- *Once the project is completed and the successful candidate is recruited, Arthur Hunt maintains periodic contact with the Client and their new hire in order to ensure their successful integration into the Client organisation. The lead consultant will be in touch with both parties during the first year of candidate's employment at the Client organization and is available to provide an objective opinion on any issues that may arise during that time.*