



## Your **OASIS** in the talent desert

**Organizational Architecture** has established its solid reputation for adding value to the Human Resources functions of a vast number of organizations.

Now, the team you've trusted to deliver outstanding value in compensation, benefits, training, and Human Resources strategies and tactics, is able to offer a creative and effective service that answers the talent recruiting needs equation of each client in terms of **QUALITY**, **SPEED**, and **COST**.

### **OASIS – Cost-effective Talent Acquisition**

#### **OASIS – OA Sourcing Including Screening**

- ▶ Five weeks of candidate sourcing
- ▶ Develop job postings and targeted sourcing strategy and tactics
- ▶ Post jobs on up to 3 sites/places (cost included)
- ▶ Provide screened resumes of qualified candidates weekly
- ▶ Active monitoring of candidate stream and reallocation of project resources, as needed
- ▶ Weekly project summary report
- ▶ **\$5,000** per position

#### **OASIS+ – OA Sourcing Including Screening and Selection**

- ▶ Same as **OASIS**, plus
- ▶ Candidate selection process
- ▶ Development of position description
- ▶ Interview training for hiring team
- ▶ Documented phone screening on up to 3 candidates per week
- ▶ On-site coordination of candidate interviews
- ▶ Draft offer letter
- ▶ **\$8,500** per position

### The **Organizational Architecture advantage**

<b>QUALITY</b>	Passive and active candidates which meet established selection criteria who would <b>not all be surfaced by traditional Internet postings</b>
<b>SPEED</b>	<b>30 days</b> or less from search start to interview-worthy candidate identification
<b>COST</b>	Unparalleled value which provides "headhunter"-like results at less than <b>a quarter of the cost</b>

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