

First Global Citizen: Specialized Talent Sourcing in the U.S. and Canada

Services Offered:

1. Targeted Talent Sourcing for Specialized Roles:

- Employing a nuanced approach to identify individuals perfectly suited for unique roles.
- Utilizing an expansive network and proprietary algorithms to seek out talent with specific skill sets, qualifications, and experience relevant to niche roles.
- Offering a curated list of candidates, reducing the time and resources employers spend on recruitment.

2. Industry-Specific Talent Pools:

- Maintenance of talent pools that are segmented by industry, ensuring quick access to the best candidates for businesses across various sectors.
- Regular updating and vetting of these talent pools to ensure the availability of fresh, proficient candidates.

3. Candidate Profiling & Skill Verification:

- Comprehensive background checks, portfolio reviews, and skills verification tests to ensure candidates meet the rigorous standards set by employers.
- Providing detailed profiles that give employers insights into a candidate's experience, strengths, and potential fit for the role.

4. Customized Talent Search:

- Tailored searches based on the specific requirements provided by employers, ensuring the most fitting matches.
- Collaboration with employers to understand the nuances of the role, company culture, and other critical factors to find the best candidates.

5. Competitor Talent Mapping:

- Strategic analysis of talent within competing organizations, providing insights for potential recruitment.
- Offering businesses an edge in attracting top talent from the market.

6. Dedicated Account Managers:

- Providing employers with dedicated account managers who understand their industry and unique needs, ensuring streamlined communication and a more personal touch in the talent sourcing process.

7. Post-Sourcing Support:

- Continuous support post-recruitment, aiding in smooth onboarding and integration of new hires.
- Regular feedback loops established with employers to continuously refine and improve the talent sourcing process.



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