

# Direct hire services



## Fact sheet

Most recruiters are generalists, but our team members are each specialized industry experts. That experience directly translates to excellent talent, efficient searches, and savings we can pass on to you. We've pulled some figures from our recent searches so you can see the numbers for yourself.

### Reliable results backed by experience

CCN's search team members each have real industry experience in finance, accounting, and HR — and the specialized network that comes with it. We've been in your shoes, and we know exactly what kind of people you need. You know what they say, **it takes one to know one!**

**Fill Ratio: 92%**

**Average Fill Time: 24 Days**

### Save with hourly search pricing

Think of us as your outsourced recruiting department. With our optional hourly pricing model, we find you top-notch talent and simply bill you for our time (12% min - 20% max). Traditional contingency fee billing is also available.

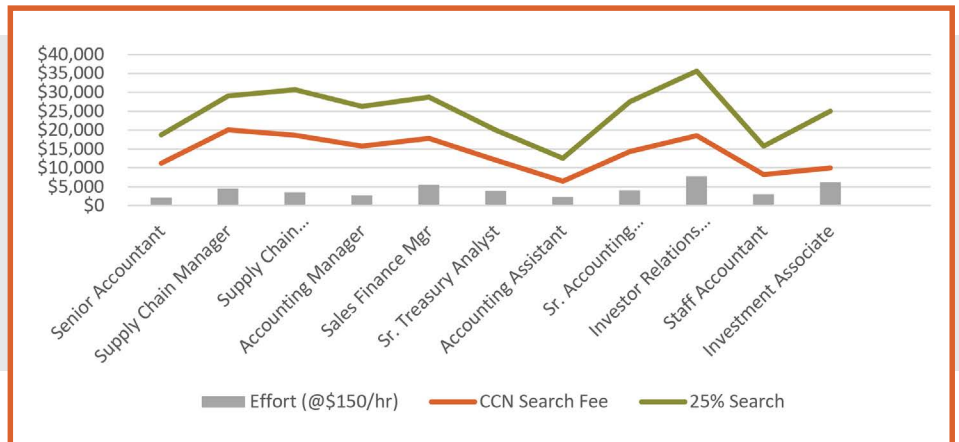
**Average Invoice: 12%**

**Average Savings: \$13,899**

### CCN Hourly Pricing vs. Traditional Agency Contingency Search

Most hourly search clients pay less than half of a traditional 25% contingency fee.

Actual data from our last 12 placements (1/15/21)



**Start your search today:**

**Call 512-900-2152**

**Visit [ccnserves.com](http://ccnserves.com)**

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## Quick Start Guide

At CCN, we serve as an extension of your own recruiting team. We use milestones and deliverables to ensure that our searches are cost-effective and transparent. Because we're not focused on a large contingency fee, we can take our time to present a fair view of your company and find the perfect fit for your unique role and company culture. **Isn't that the way it should be?**



### 1. Intake

We create a timeline and develop a thorough understanding of your needs, including important "intangible" factors like job expectations, company culture, and more.



### 2. Market

We share your position with our industry-specific network, and we post it on relevant job platforms.



### 3. Search

We get to work sourcing promising talent. This includes both new candidates and passive job-seekers that can only be found in our specialized network.



### 4. Vetting

We screen applicants, perform initial interviews, check references, and submit the most promising qualified candidates to you.



### 5. Proactive Collaboration

You receive an organized dashboard report every 20 billable hours, featuring the number of applicants processed, targeted, vetted, interviewed, and submitted.



### 6. Hourly Billing\*

With our hourly pricing model, you receive transparent invoices throughout the process. Your fees are simply based on our time spent (12% min - 20% max).

*\*Traditional contingency fee billing is also available.*

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