

# FindYou™ Hiring System

## Passive Candidates

VS

## Active Candidates

Passive Candidates are those who are not looking for a position. People move jobs so you need to sell them on joining your team



DEFINITION

Active Candidates are those looking for a job. They may be great or losers, you just don't know

More people are not looking for a position. EffectiveHiring uses tools and skilled recruiters to increase your chances of the best hire



CANDIDATES

Most companies search for active candidates. They place ads on Job Boards like Indeed and wait for someone to apply.

EffectiveHiring HR Consultants use our Talent Pool Databases, Programmatic Ads, LinkedIn Searches & Calling into Companies to get you passive candidates



TOOLS

Effective Hiring uses our Applicant Tracking System, Free Job Boards and Referral Opportunities to get you candidates actively looking

## Benefits of Using Our FindYou™ Hiring Combined Active & Passive Candidate Search Process

Our skilled HR Consultant recruiters control and change the process and tools used if you are not getting enough or the right candidates



BENEFITS

Our combined approach reduces your time to hire because your pool is much larger since more people are not looking than are looking

We find passive candidates who are not interviewing at multiple companies which reduces competition for their attention



BENEFITS

Our skilled HR Consultant recruiters know how to find candidates for "hard to fill roles" where you are looking for a needle in a haystack

You never get resumes thrown at you. We provide a pre-screened, pre-assessed, ready to hire, qualified candidate



BENEFITS

Because active candidates aren't active for long, you get a combined approach to guarantee a great hire