

Professional
Search
Group

The Professional Search Group

22021 Brookpark Road

Fairview Park, Ohio 44126

440.779.5684

info@theprosearchgroup.com

Professional Recruiting

www.theprosearchgroup.com



General Information

About PSG

The **Professional Search Group (PSG)** specializes in finding top-tier candidates in engineering, operations or manufacturing that you normally would not find online or in your average database.

PSG understands the challenge of identifying the right professional candidates. As each company is unique, so too is each candidate. Our system is customized to identify the best candidate for our clients based on their specific needs.

The focal point of PSG's business is building relationships - with both our clients and candidates. It is essential that a candidate fits a company's personality and culture. Through a thorough screening and interviewing process we take great measures to obtain as much detail about each qualified candidate. It is essential that we learn and verify their experience, skill sets, personality and career aspirations to assure that they are the right fit for your organization.

Flexible Service Options

Contingency Search:

This is one of the more popular methods used to search for candidates. In this plan PSG will concentrate on finding the right candidate, but without the up-front financial commitment and time-sensitive deadlines associated with the Retained and Engagement Fee searches. In the Contingency plan the recruiting fee for our service will be due when that candidate starts their new position.

Engagement Fee:

As an alternative to a traditional retainer agreement, PSG provides the option of an Engagement Fee which doesn't involve as heavy of an up-front financial commitment. This flexible option allows for only one up-front payment on the eventual fee to retain PSG's services for a particular search.

The difference between this approach and the regular Contingency Search is that a team of PSG recruiters will give the Engagement Fee a higher priority and sense of urgency that the Contingency Search does not offer. Through this program, our team of recruiters will begin searching immediately for candidates that exemplify characteristics that the position and your company require.

Retained Search:

In a Retained Search, PSG will immediately employ a team of recruiters for this upper-level search that will receive priority over any Engagement or Contingency Search. With a Retainer, there is an up-front payment and then a second payment once 2-3 qualified candidates have been presented and interviewed. In this search PSG will partner very closely with your team to understand your organization's business goals, core values and mission, allowing us to design a customized search solution that ensures you are interviewing the best candidates in the shortest time possible.

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Recruitment Specialties

All Facets of Engineering from Managers to Designers

- Mechanical
- Electrical
- Software
- Chemical
- Metallurgical / Welding
- Materials / Polymers
- Biomedical
- Aerospace

Operations

- Executive Management
- General Managers / Operations Managers
- Human Resources Managers / Generalists
- Environmental / Safety Professionals
- Marketing / Sales Managers
- Materials / Purchasing Professionals
- Accounting / Finance Professionals

Manufacturing

- Plant Managers / Production Management
- Manufacturing Engineering Managers
- Manufacturing / Process Engineers / Industrial Engineers
- Quality Managers / Quality Engineers
- 6 Sigma/Lean / Continuous Improvement Professionals
- Plant Engineers / Maintenance Management
- Warehouse / Shipping / Logistics Management

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