

3-Step Guide **to Convince Your Team** *to partner with Qualigence*



Qualigence
International

Step 1: Present your case

Get the rest of your team on board on why you should **invest in research, sourcing, and recruiting as a tool**, not a service.

Out of LinkedIn's 250 million monthly active users, only 40% use it daily. Despite sub-par user activity and obsolete data, there are (literally) millions of recruiters and sourcers who use the social network to scout candidates.

[Recruitment Research: Building a Complete Talent Picture](#) →

Competitor market information is everywhere. Competitive market intelligence—the intricate data that keeps organizations nimble—is nearly impossible to come by without a stealthily strategic approach. Scraping the internet just won't cut it anymore.

[Understanding Recruiting & Search Models](#) →

Forty-three percent of job openings are filled within 30-days. Could be worse. Surprise: it gets worse. **Fifty-seven percent** of the leftover roles will likely **stay unfilled for over 3-months**.

[How to Build a Solid Recruitment Strategy & Stick to It](#) →

What recruiter can leisurely double as a sourcer and mine enormous passive candidate pools? Not many. Bad news is that hiring volume will continue to increase at lightning speed while recruiting resources stay pretty much the same.

[3 Go-To Sourcing Tools Every Recruiter Needs in 2018](#) →

Step 2: Prove that Qualigence isn't all talk

And prove you're not all talk either.

The Department of Labor (DOL) accused a financial institution of lacking diversity amongst its employees. In addition to a fine of \$1M, DOL demanded that the institution increase its percentage of diverse employees to 14%.

After Qualigence research consultants uncovered diversity intelligence from the client's direct competitors, the DOL dropped the case.

[Competitive Intelligence Thwarts \\$1M Lawsuit](#) →

A leading search and development firm had an urgent need to fill multiple roles across the Northwest. A team of Qualigence senior recruiting consultants **scoured more than 5,500 passive candidate names** with a goal to **identify, qualify, and place the right candidates**.

And that's exactly what they did.

[Candidates for Top Search Firm](#) →

A global distribution company was in need of senior principal program managers with rare requirements: airline experience within a tech company, software system implementation, native English speaker, and strong delivery and program experience.

Not only did Qualigence source qualified candidates, but Q recruiters made 3 successful placements. Rare Airline Candidates Sources for Global Distribution Company.

[Rare Airline Candidates for Global Distribution Company](#) →

Step 3: Drive it home

Objection #1: “We don’t have room in the budget.”

Response: Qualigence has a unique approach to research, sourcing, and recruiting. Nearly everything they offer is hourly, which eliminates those costly placement fees that hold us back.

“Three hires were made as a direct result of the research and recruiting facilitated by Qualigence International. When all was said and done--final budget and overall spend--the hires we made were at approximately 2.5% CPH. That’s unheard of.”

- VP, Talent Acquisition, Rockwell Automation

Objection #2: “External firms always have lengthy, inflexible contracts.”

Response: True, most agencies do require long-term contracts. Qualigence doesn’t. There’s no minimum or maximum commitment level, and we can opt out whenever we want. We’re in control the whole time.

Objection #3: “With A.I. and automated recruiting software, all of our bases are covered.”

Response: 82% of job seekers say they get frustrated with A.I.-fueled bots. While automated recruiting software can source and engage with candidates, it doesn’t mean they should. I mean, if Siri and Alexa can’t even compute the simplest commands, how can we rely on that same technology to engage with the best talent? Technology should only supplement our talent initiatives.

Objection #4: “External recruiting and search firms don’t deliver quality candidates.”

Response: Qualigence uses a quantifiable evaluation process to aid their recruiting strategy: The Core 4 Methodology. They work closely with both clients and candidates assess their individual needs. Q then uses that information to decide if the fit between client and candidate is the right one. The methodology has 4 stages:

1. Learn the candidate's capacity, character, competency, and culture fit.
2. Discover the candidate's workplace pains, pleasures, career pursuits, and ideal culture.
3. Examine the results from Production and Purpose to determine if the candidate and client are a good match.
4. Consult with both parties and (honestly) advise on the next best steps based on the Core 4 results.

“The Qualigence team matches candidates to what I’m looking for, and that’s very unique. A lot of recruiting agencies throw people at you without screening against criteria of what the client’s looking for. They live up to expectations of what they say they’ll do.”

- Patti Collins, VP, Development & Marketing, Easter Seals

Step 3: Drive it home cont.

Objection #5: “Agencies are transactional.”

Response: Recruiters at Qualigence make communication a priority. They work closely with clients to define the actual job, not just the skills. If recruiters have questions, they aren't afraid to hop on a call and ask questions. The last thing they want to do is “hand off” candidates.

“The Qualigence team is very good about feedback, and does the tweaking and honing within your focus area and works to understand firsthand what you are looking for.”

- Talent Acquisition Manager, Fortune 500 Commercial Banking Institution

Objection #6: “We can just fill the roles internally.”

Response: A partnership with Qualigence comes with an extended recruiting and research team. That means a larger talent pool and farther candidate reach for us. When we have more hands on the deck, we have the time to make even more quality placements with less turnover.

“We had leadership roles open for over 2-months. Our in-house recruiting team didn't have any more contacts to leverage--we capped out. After we partnered with Qualigence, they delivered 5 qualified candidates on a pretty tight timeline.”

- Liz Lollock, Talent Acquisition Manager, Strategic Recruiting at Aon

Objection #7: “An agency doesn't know our industry as well as we do.”

Response: Qualigence has recruiters on hand who specialize in a ton of different industries: accounting, financial, technology, IT, automotive, marketing, and legal, to name a few.