



TALENT



TALENT ACQUISITION SOLUTIONS

Business leaders know that having the right talent on the team is critical for success. But knowing you need the right people doesn't mean you know how to find them. Increasingly fierce competition means that the mission-critical tasks of attracting and retaining the people that you need requires significantly more time, effort, and expertise than ever before. For many employers, current acquisition and retention strategies aren't working - leading to business and market risk, and employee burnout.

How did we get here? The past two-plus years of workplace disruption, have left a complex set of new and difficult challenges for employers:

- ▶ **4 million resignations a month**
- ▶ **Millions choosing not to participate in the workforce**
- ▶ **Substantial increases in entrepreneurial startups and gig workers**
- ▶ **A widening skill gap**
- ▶ **Shifting values in the employee/employer relationship and misaligned expectations**

As top talent continues to be scarce, companies need to “up their game” to find the people they need. Herbein|Mosteller HR Consulting understands the struggle – and has the people and expertise to help you win. We will partner with your team to navigate through the challenges. Our professionals are ready to support your recruiting efforts in one of three ways. Choose the approach that aligns best with your business goals – and expect solutions that are scalable to meet your needs.

Add Herbein | Mosteller HR Consulting to your team today and improve your chances of winning the game tomorrow!

Herbein
HR Consulting

Mosteller

	SUPPLEMENTAL RECRUITERS	OUTSOURCED RECRUITING	PROFESSIONAL SEARCH
WHAT IS IT?	Supplement your current recruiting processes and staff.	Add a Recruiting Specialist to your company to lead the recruiting process.	Engage a Professional Recruiter to manage all phases of recruiting for a specific role(s).
HOW DOES IT WORK?	An HR Solutions Consultant(s) supplements your recruiting team and is given access to your recruiting technology and accounts.	HR Solutions Consultant(s) becomes your dedicated recruiter and relieves internal resources to focus on other priorities.	A HR Solutions Professional Recruiter will partner with you to define and fill specific role(s).
BEST FOR ...	Organizations that have recruiting staff and technology, but need additional resources to generate and/or process candidates. Over the past year, HMHRS provided a manufacturing client with 10-15 hours per week of supplemental recruiting to assist in the hiring of 30-35 new or existing positions.	Organizations that do not have dedicated recruitment resources, technologically enabled processes (ATS) for sourcing and processing applicants, or an effective career site. A small business client with no HR department fully outsourced their recruiting function to HMHRS. We provide the people and technology power to source, track, schedule, interview, and hire the people they need.	For organizations seeking to engage outsourced full-service recruiting services for a specific search. Generally utilized for professional roles, specialized tech roles, and mid-management to executive or C-Suite roles.
PRICING STRUCTURE	Billed hourly for time and materials used by our consultant(s) working with your team.	Billed hourly for the time our consultant(s) dedicating to managing the recruiting process. Plus, a monthly access fee to access our streamlined applicant tracking software and increase exposure and access to online job boards and databases.	Two options: Contingent: Percentage of first year's base salary; billed only after the candidate begins employment. Retained: Fixed Fee payable in three increments: when the search is initiated, midway, and after the candidate begins employment.

HERBEIN | MOSTELLER HR CONSULTING

Herbein | Mosteller HR Consulting is the Mid-Atlantic's most comprehensive HR solutions partner. Our professionals believe your people are your greatest asset and that the most impactful, resilient and sustainable business growth comes from within. We partner with organizations to develop human resources programs and strategies tailored around their needs. The results are effective working environments that leverage internal talent to catapult outward business success.