



## Expert “A” Player Hunters; Harbour Resources Can Save Your Organization Money

Saying the economic times have been difficult is not breaking news to anyone. As we speak with prospective clients, it initially appears that “no one” is hiring. However, we know this is not true. There are many positions that are critical to fill within many organizations. The real difference today from what it was six months ago, is... “How are we going to fill these critical positions?”

Hiring managers throughout the Health Care industry repeatedly tell us two things: 1) “the most important asset in their organization is Human Capital”, and 2) “one of the most challenging functions of their position is finding and **attracting and selecting top talent** that knows the space and can have an immediate impact on their organization.”

So, how do we find, attract, and secure the candidate who can immediately impact their company?

**Harbour Resources Associates reach the “rainmakers/game changers.”** Even in today’s market, there is still a shortage of outstanding talent. Sure, it is relatively easy to come by the “B” and the “C” players, but true “rainmakers” are few and far between, and they’re not actively looking for other opportunities, they don’t feel the need to test the market and many of them deal exclusively with Headhunters in a confidential manner, much the same way as professional athletes rely on and trust their agent.

“A” players, however, do get excited about what we call “occupational advancement,” and they are smart enough to recognize a great opportunity when it is presented to them in a confidential and persuasive manner. They appreciate the worth of a third-party representation, confidentiality and professional mediation. **Locating and Recruiting “A” level candidates** can be a complex process and is best performed by an expert hunter. Headhunters who specialize in niche markets can strategically strike hidden talent sources, the **likes of which will never** be reached by newspaper ads, the internet, or alumni associations.

**Recruiters are cost effective.** Again, we all know and understand the economic pinch. **However, allow me to explain how using Harbour Resources will actually be cost effective for you.**

- ✦ The use of a recruiter can do what your Human Resource Department cannot. We can find the “A” players who are not active in the job market.
- ✦ The benefit of using a recruiter can be weighed against the cost of preparing and executing an advertisement campaign; freeing up HR personnel responsible for screening, qualifying and interviewing countless candidates; and operating without a key employee for an uncertain amount of time.
- ✦ The use of a recruiter is an investment in improving the quality of an organization’s staff.
- ✦ For smaller companies, the risk in not using a recruiter can be great. One bad hiring decision can have disastrous results and financial implications. Allow us to share in taking that risk with you.



✦ For larger companies it is even more important:

- Identifying talent is just the beginning...
- Qualifying those individuals, ensuring that they match your specific needs and corporate culture, and preparing them to make a career change –is where we earn our keep and save you time and money.
- You spend a tremendous amount of money on training, salary, benefits and everything else that goes into new hires, so it is critical to hire the right people for the right job for the right reason. Use our JobFit™ technology!

**Harbour Resources observes strict discretion.** Organizations with a critical opening can be vulnerable to competitive intelligence gathering. Good Judgment can keep competitors from being tipped off to shake-ups in management, new service lines and marketing initiatives, and can protect against employee and talent apprehension. We value the sensitive information we become aware of during the search process and respect our client's vulnerability.

Allow **Harbour Resources** to exclusively and strategically penetrate the market to conduct a search for your next critical hiring decision. You won't be disappointed!!!