



THE BRICK STAFFING DIFFERENCE

TIME FRAME AND EXPECTATIONS

1. DISCOVERY	Brick Staffing and Client conduct initial Q&A meeting to discuss client's employment needs.	Day 1 - General information is discussed and questions are answered on both ends.
2. IN-TAKE	Brick Staffing conducts in-take call with Client and Brick Recruiting Team who is specifically dedicated to filling your position. This phase ensures everyone is on same page and creates efficiency and laser focus on Client's needs.	24-48 hrs. after Discovery. This phase usually doesn't take as long as Discovery, but gets down to the finer details and helps clear up any questions that may not have been answered in the Discovery meeting. Expect around a 15-30 minute in-take call.
3. PRESENTATION	Brick sends pre-qualified candidates to Client for review.	Presentation can happen as quickly as 48 hrs. after Discovery, but this period can take as long as it takes to find the right candidate. Depending on the amount of positions being filled and difficulty of filling particular positions, many times a short meeting weekly meeting is scheduled with the Client to verbally go through candidates that have been submitted and to sharpen the focus.
4. SELECTION	Client selects as many candidates as they wish to interview.	Our candidates will expect 24 to 48 hr. response from the Client regarding their application once submitted. Please adhere to those time frames as much as possible. This is not only respectful to the candidates, but it also helps ensure the candidate will be efficiently moved through the hiring process and better the chances of not losing a great candidate.
5. INTERVIEW	Candidates are taken through Client's hiring process.	Time frame depends on Client's specific hiring process. We ask for your hiring process in advance to keep candidates well informed of expectations.
6. OFFER	Client presents offer to qualified candidate if one has been found.	Time frame depends on Client's specific hiring process.
7. GUARANTEE	Brick Staffing offers a 30-day guarantee on all Direct Hire placements. In addition, if for any reason you don't hire any of our candidates, then there is no fee required.	Our guarantee helps to ensure you get the right candidate with very low risk to your organization.