

**ALIGNED**  
RECRUITMENT

The logo consists of the word "ALIGNED" in a large, bold, dark blue sans-serif font. The letter "I" in "ALIGNED" is replaced by a magnifying glass icon. The handle of the magnifying glass is a dark blue line extending downwards and to the left. The lens is a light blue circle containing a dark blue silhouette of a person sitting at a desk with their back to the viewer. Below the word "ALIGNED" is the word "RECRUITMENT" in a smaller, dark blue, all-caps sans-serif font.



# SERVICES *and* PRICING GUIDE

[www.alignedrecruitment.com](http://www.alignedrecruitment.com)



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# HELLO *and* WELCOME

*Aligned Recruitment was founded out of our desire to connect great people with great opportunities. We believe that recruitment shouldn't be hard and you deserve to have the talent that will drive your company's mission forward.*

*We make recruitment easy.*

# MEET *the Founders*

## Alanna Thomas

Alanna has been a Jill-of-all-trades in her recruitment experience. She has recruited all things administrative, healthcare, executive search, strategic leadership, blue collar, etc. If you can name the job, it's likely that she's recruited that skill set.



## Julia Arpag

Julia has successfully run challenging recruitment searches & led high-performing recruitment teams across industries including tech, real estate, and professional services. She prides herself on deeply understanding her clients so she can deliver best-in-class talent that matches their needs.



## Section One

# CASE STUDIES

*The proof is in the pudding. This section showcases a real client experience who loved working with Aligned Recruitment.*



# CASE *Study*

Vertex optics came to us with a need to hire multiple Optics Technicians. They had exhausted all of their referrals and typical avenues of hiring, but could not find the candidates they needed. They initially purchased a recruitment strategy session with Alanna to discuss creative solutions and approaches that were not yet implemented. After this strategy session was complete, it was clear to them they wanted to hire Aligned Recruitment for direct placement services because they trusted our knowledge and approach. Both candidates that were presented to the President and Vice President were worthy of an offer and they had a difficult decision to choose just one candidate. The runner up is currently waiting for their next opening where she will receive an offer.



## PROJECT NAME

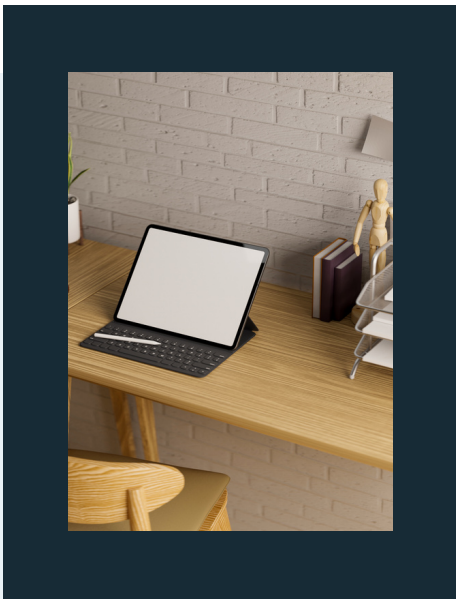
*Optical Technician*

## CLIENT NAME

*Vertex Optics*

## TIME TO FILL

The client had been looking to hire candidates for about two months, and did not hire one candidate. Aligned Recruitment successfully found two candidates worthy of an offer in two weeks.

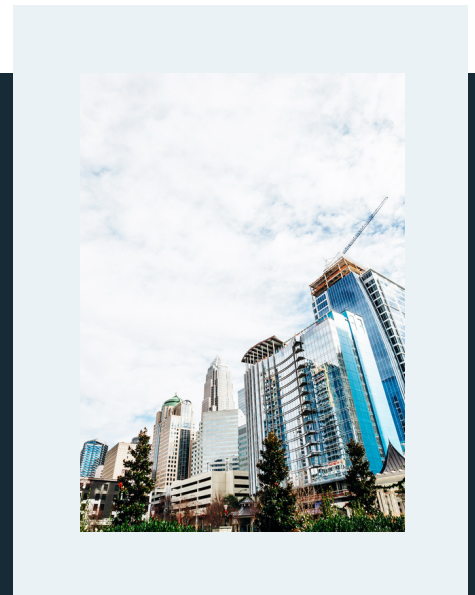


## Before...

- Spending \$1000's a month on recruitment technology and job ads
- Had run out of referrals and exhausted all options
- Desired to maintain relationships with local businesses and could not poach from their peers with the same talent.

## After...

- Aligned Recruitment started recruiting the same day the contract was signed
- Vertex Optics cancelled their job board licenses, saving \$1000's per month
- Has been thoroughly impressed with the performance of their Optics Technician that was hired through Aligned Recruitment



# CLIENT *Testimonials*



★★★★★

## Jayson said...

We are a young High-Tech company looking for new talent in a competitive marketplace. Aligned Recruitment did an excellent job of understanding our needs and finding candidates that not only had the necessary skills but also fit within our culture. We will definitely rely on them in the future.

★★★★★

## Scott Said...

I've found that working with an RPO partner like AlignedRecruitment is the most efficient and focused way to find talent that is a fit for our organization. AlignedRecruitment leadership really understand what hiring managers need - managing the recruiting, interviewing, hiring and onboarding process with minimal fuss.





## Section Two



# SERVICES & PACKAGES

*Let's talk investment.*

# PARTNERSHIP *Options*

## Contingent Search

% PLACEMENT FEE



A one-time, no commitment recruitment solution that offers on demand talent.



Rely on our team of experienced recruiters with c-suite exposure and connections



Rely on our discretion and confidentiality in the search process.

## RPO

FLAT PER PLACEMENT FEE



Our most popular partnership with our clients!



Monthly support on all open positions for your company



Market and recruitment research on all new requisitions.



Peace of mind knowing there is a team of recruiters waiting to work on your roles.

## RPO *exclusive*

MONTHLY PARTNERSHIP AGREEMENT



Dedicated recruiter to manage your entire account



recommended for those who hire 5+ positions per month



Will recruit up to 8 positions for the same flat rate per month

# Section Three

# PROCESS

*Let's break down what you can expect from our services.*



# ONBOARDING

## *Process*

01

### *Book a call*

Every business is different and faces unique hiring challenges. We want to learn everything we can about your position in the market so that we can best support you. It's also the time to learn anything about us you're still curious about.

02

### *Review & Sign Contract*

You will receive a contract for a general partnership moving forward as well as a subcontract for the agreed upon positions you would like us to begin recruitment efforts for.

03

### *Complete the intake session*

You will receive an introductory email and link to schedule your intake session with your lead team member supporting your recruitment efforts. This is where you will discuss the parameters for the talent you are searching for.

04

### *15 Minute Calibration Call*

Within 48 hours, our recruiters will have 10 profiles for you to review that have met the qualifications that you have outlined in your search. We want your live feedback to ensure we find the best talent, the most quickly.

05

### *Partner with us to hire top-tier talent*

At this point we have everything we need to find the best talent in the market for your positions. We just ask that you are responsive to our questions and make interviews a priority on your calendar.

# RPO RECRUITMENT *Process*

## *recruitment strategy plan*

We will create a customized plan for every position for an intentional and strategic approach to finding the best talent.

## *coordinate internal interviews*

We will help schedule interviews on the hiring managers calendar as requested.

## *secure accepted offer*

Once the offer is accepted by the candidate, we will hand the process back to you for all remaining onboarding procedure.

01

02

03

04

05

## *complete candidate screenings*

We will provide all notes and resume for candidates that are qualified for your positions in our submittal.

## *complete references*

If needed, we will complete up to two references for our candidates before / during the offer process.

# QUESTIONS *and Answers*

## *Q1. Do you have a guarantee period for candidates?*

Yes! For all contingent searches, we guarantee a candidate will stay in the role for at least 30 days. If they do not, we will replace that candidate one time at absolutely no cost to you.

## *Q2. How long does it typically take to fill a role?*

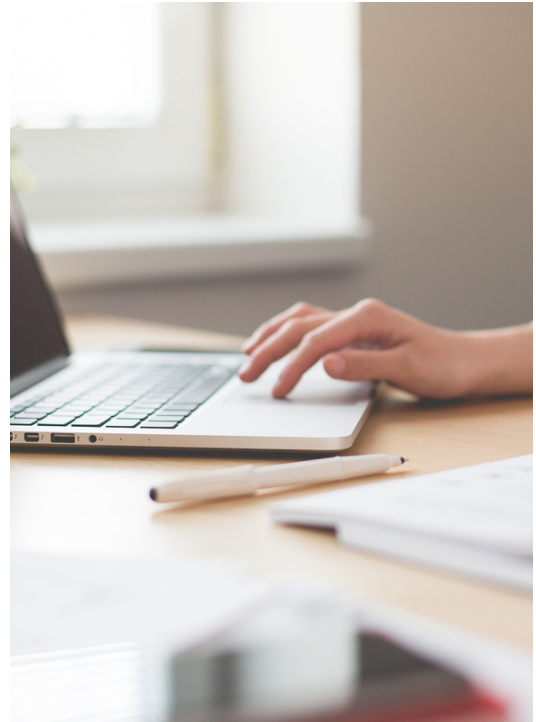
Short answer - it depends. The faster you are able to get us the information we need to fill the role, the faster we will recruit. We like to have candidates for you to consider within 48 hours from the intake call.

## *Q3. What makes you different from other agencies?*

We are a small, boutique recruitment agency that takes our client experience and satisfaction seriously. Both founders are deeply committed to your satisfaction and experience in our services.

# CLIENT *Next Steps*

We are honored that you would consider Aligned Recruitment for all of your hiring needs. If you are interested in moving forward, here's what to do next.



*If you haven't already, book a discovery call.*



*Following, leadership will customize a contract and onboarding details.*



*Within 48 hours of your intake session, we will have 15 candidate profiles to review.*



*Let Aligned Recruitment take care of the rest.*

# CONTACT

## *Details*

*Thank you for your interest in Aligned Recruitment! The easiest way to get in touch with us is to book a call and have all of your questions answered. YOU CAN DO THAT HERE.*

*For all other inquiries, please feel free to contact us on the channels to the right. We believe in being responsive and prompt, so we will guarantee we respond to your message within 24 hours on all weekdays.*

*We cannot wait to connect with you and make recruitment feel easy.*

#### **SEND US AN EMAIL**

[hello@alignedrecruitment.com](mailto:hello@alignedrecruitment.com)

#### **CONTACT BY WEBSITE**

[www.alignedrecruitment.com](http://www.alignedrecruitment.com)





READY TO  
GET STARTED?