

MCCRORY & MCDOWELL EMPLOYMENT SOLUTIONS

McCrory & McDowell Employment solutions (MMES) knows how to find the best talent available by utilizing recruiting techniques, research, sourcing and technology. MMES can identify and secure the most highly qualified candidates in the region in the accounting and finance fields across all industries.

MMES's goal is to help our clients grow and increase their competitive advantage. As an organization seeking that very unique employee, you will find us to be accomplished specialists in recruitment. You will receive total confidentiality, a selection of highly qualified candidates and a search conducted with a real sense of urgency.

Our search strategy includes the following steps:

- At length discussions with you to define the skills, knowledge and abilities required for the position as well as the relationship between the position and that of other members of management. This is critical to a successful recruiting project. It may include the development or enhancement of a job description for the position.
- Develop recruiting documents for use in the project, including information on the position, the organization and the opportunity.
- Select appropriate recruiting methods that will result in sourcing qualified individuals. We utilize a systematic methodology for researching and sourcing qualified candidates. This allows us the capability to efficiently and effectively search the marketplace, identify and screen the most qualified candidates for presentation to you.
- Assist you as necessary in defining a compensation plan for the position that can be used in recruiting and making an offer to the top candidate.
- Review resumes from all sources and conduct appropriate screening through telephone and personal interviews to develop a list of qualified candidates that we present to you. We communicate with all candidates during the search process.
- Verify through reference checks the candidate's background, work experience and work performance.
- Monitor candidate interest and schedule interview for final candidates.
- Assist with making an offer.

MMES works on a contingency basis. Therefore, there is no charge for any of the associated services mentioned above until an offer is extended to and accepted by a candidate referred to your organization by MMES. Contact Chuck Conner, cconner@mccmcd.com, 412-281-9690, with questions or for more information.