CANDIDATE LIFE CYCLE

BUILD TRUST, ADD VALUE

THE CPF

This is the start to building your relationship with the candidate. Understand what they've done, what they're interested in doing. And what options we have for them so we can present them with multiple opportunities.

RTL

A Real Time Lead is a candidate's current or former manager who is known to use staffing agencies. These leads are valuable because they can be passed to the sales team to build relationships for current or future hiring needs.

HOT LEAD

A Hot Lead is a hiring manager at a company where your candidate is currently interviewing through a staffing agency. These leads are valuable because they can be passed to the sales team to explore potential business opportunities.

SCREENING PROCESS

This is your opportunity to understand your candidate better so that you can best represent them.

IN-HOUSE

An In-House is a virtual call with your candidate to talk through their current job search, clarify what they're looking for next, and share any roles that might be a fit. You will also introduce IG and explain how we support them through the interview process.

REFERENCES

References are current or former managers who can speak to a candidate's skills, work ethic, and reliability. They help us better understand the candidate's background and give us the confidence to advocate for them to our clients.

INTERVIEW PROCESS

This is the time to show your true partnership by coaching them through the interview process and listening to their feedback to know where they stand.

INTERVIEW IMPACT

Interview impact is a virtual meeting with your candidate to help you candidate prepare for their upcoming interview and feel confident going into it.

INTERVIEW FEEDBACK

You will gather interview feedback from your candidate right after their interview. The goal is to understand how they feel about the role and gain additional insights.

OFFERING THE JOB & BEYOND

This is your opportunity to change someone's life, continue to build your relationship and welcome them to the IG family.

OFFERING THE JOB

This call sets the tone for what your candidate can expect during onboarding. It's your chance to show excitement, build trust, and clearly explain what's ahead.

ENGAGE

Engage is our roadmap for building strong, trusting relationships with our consultants. It's a structured approach that helps recruiters stay connected, and support consultants throughout their assignments.