

The Humanis Executive Search Process



1. Understanding the Role:

- Thorough kick-off meeting for role and cultural fit assessment.
- Detailed client questionnaire, physical tour, and discussions with former role occupants.

2. Search Strategy:

- Evolved strategy adapting to the digital age.
- Articulate storytelling to convey client's story credibly.
- Limited reliance on print advertising; preference for social media and online tools.
- Global reach, mapping potential candidate pools.

3. Candidate Identification:

- Outreach via phone, Teams, Zoom, Email, or LinkedIn.
- In-depth screening and detailed write-up for interested candidates.

4. Presentation of Candidates:

- Detailed candidate summaries for a well-qualified shortlist.
- Providing a range of suitable candidates based on experience levels.

5. Background Checks and References:

- Outsourced education verification, credit, and criminal checks.
- In-depth references exploring nuanced insights beyond the standard questions.

6. Negotiation:

- Flexibility in negotiation approach, acting as an honest broker.
- Balancing client and candidate interests for a win/win outcome.

7. Post-Placement Support:

- Assistance with immigration, relocation, or legal considerations.
- Utilizing a vast Western Canadian network built over a century.

8. Search Progress Updates:

- Weekly detailed updates on market trends, interest, and sources.
- Transparent reporting with a breakdown of candidate priorities.

9. Control Provisions:

- Shared database for seamless team access.
- Customized tasks and delegation for consistent knowledge management.
Candidate Acknowledgement Form for compliance, avoiding conflicts of interest.