Sysazzle's 10 Point Candidate Quality and Client Alignment Process

All work by Sysazzle is pursued with a serious sense of urgency and **human interaction** is at the core of what we do. Sysazzle approaches every candidate interaction with our **ABC approach** – **Always Be Confirming** what we learned in the prior conversations.

Step 1 - Source pools of candidates appropriately suited for the job requirement

- Many sources and preferred sources are ***referrals***

Step 2 - Filter candidate profiles based on

- Years of experience
- Position title match
- Skill set match
- Duration at previous positions
- Other key attributes based on client requirements
- Geography to client site (if applicable)
- Compensation and benefits

Step 3 - Initial conversation & evaluation with technical recruiter

Step 4 – Soft skills & evaluation with talent acquisition manager

Step 5 - Technical and functional deep-dive

Step 6 - Background check and reference requirements

Step 7 – Compensation and benefits always be verifying conversation

Step 8 - Meet Candidate in person or via virtual meeting

Step 9 – Client strategy & alignment discussion

Step 10 – Candidate send out to client and interview/conversation coordination

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