

Tips for Selecting a Professional Staffing Firm

As new technology and business regulations drive the need for highly skilled employees, business is turning to professional staffing companies for help in locating and attracting high-quality people. Business and industry are under increased pressure to locate the right employees to cope with reduced deadlines, wildly fluctuating workloads, match unique skills to new product and service opportunities, and find solutions to the increasing complexities of managing a modern workforce.

All professional staffing firms are not equal. Here are some questions you can ask a potential firm before you ask for their assistance in staffing for your company.

1. Do they have direct experience in staffing for that industry?

It is vital that you work with a firm that specializes in knowing the particular industry of the position you are seeking to fill. Many staffing firms will add an industry to their list of services simply to jump on the bandwagon of a “hot” industry and are simply doing a keyword search on their database of applicants.

Veredus Corporation is experienced in the recruitment and placement of Information Technology, and Finance and Accounting fields. In fact, our recruiters and account managers average over eight years experience in the staffing business.

2. How does the company recruit and retain its qualified and reliable workforce?

Be wary of companies that cite the Internet as their source for recruiting. While convenient, their lack of personalization and depth of knowledge of the applicant will eventually end up as your problem. Does the firm offer training or continuing education resources for advanced training of their consultants? When a company takes an active interest in their consultants, they are showing their commitment to them and to you.

Veredus Corporation uses the Internet only as a tool in the process of recruiting and pre-qualifying consultants. Our main focus of recruiting is based on personal, one on one conversations and interviews. We believe in a longterm outlook, which is in everyone’s best interest. As a result, our consultants stay on with us and prefer to work with our clients.

3. What steps do they take to pre-qualify candidates before you interview?

Before you spend time interviewing a potential candidate, you want to be sure that this person is honestly reflected in their resume. Are you also provided with any other information on this person besides a resume? Does the staffing company recommend the most qualified candidate, or do they dump a stack of resumes in your email? References or test results are helpful.

Veredus Corporation is very selective with the candidates that it presents to you. All consultants are personally interviewed with a recruiter and take an on-line skills assessment test. When we identify a candidate for you to interview, you are provided with their resume, skills test results and information obtained from the references check. Plus, the consultants are briefed on your company and the job opportunity prior to the interview. This helps both of you to have an informative interview.

4. How quickly can they fulfill your requests?

Response time is important, but so is quality. A staffing firm that makes unrealistic promises to fill your opportunity may be too good to be true. However, a staffing firm that quickly responds to your request and begins to act on it is acting in your best interest. Responsiveness is key. You should expect feedback and expect your agent to be responsive to your query.

Veredus Corporation is very responsive and flexible to your needs. Our clients speak very highly of our ability to respond quickly and to be flexible. If, for any reason, Veredus is unable to service your need, you informed in a prompt and respectful manner.

For temporary assignments, we recommend taking advantage of our “Working Interview.” This is a risk free way to quickly fill a position when time is of the essence.

5. How is the “service after the sale?”

Beware staffing firms that make a placement but never follow up with the consultant or client. This lack of follow up means they are not in touch with, or concerned about, your satisfaction with the assignment.

Veredus Corporation works actively with you throughout the term of your contract with temporary and contract employees. Through constant communication with you and the consultants, we chart the progress of the project toward completion. We work diligently to reassign our consultants once the current project ends. Our account managers will often be on site to resolve any problems and to ensure a timely outcome of the projects. Our services are always guaranteed. We also carry a \$1,000,000 worker’s compensation policy.

6. Do they have references that can be checked to determine their credibility in staffing for a particular industry?

Talk to other companies in your same industry about whether a staffing firm is ethical and professional. A firm’s reputation is usually accurate. Call their references and discuss the aspects of the project or hire. Use some of the questions above to determine if they meet these guidelines.

Veredus Corporation has a list of industry references that have offered to discuss the details of their projects with any potential clients. This list is available by calling us at (813) 936-7004.

7. What organizations is the staffing firm a member of?

Membership in various community and industry-related organizations demonstrates that the company is active in the marketplace and is representing itself as a dedicated professional staffing firm. It shows that they have committed to abide by the highest ethical standards in the industry and is up-to-date on all the latest developments and market trends.

Veredus Corporation is active in the Greater Tampa Chamber of Commerce, Tampa Bay Technology Forum, CIO Council, CEO Council, Junior Achievement of Orlando, TOPIE - Team of Professional Internet Entrepreneurs, Global Technology Partners, Suncoast Human Resource Management Association.

8. Will the company do a presentation for you and your management team?

After speaking with representatives from three or four firms that you feel may meet your needs, ask for presentations. This is your chance to gain as much information as possible about the company, including answers to many of the questions posed here.

Please contact Veredus Corporation at (813) 936-7004 to arrange a personal presentation by one of our account managers. We would be happy to discuss how we can help you overcome the staffing challenges that you face.

9. How do they communicate with their consultants and clients?

Check out the web sites of various professional staffing firms. A good web site shows the investment the firm makes to both the client and contractor.

Telephone or email the staffing firms, and you'll get your first clue as to their business style. If you're treated brusquely or do not receive a response, it's not a good sign. Remember the staffing firm is the employer. Their customer service practices greatly affect the quality of the employees who come into your offices. They recruit, hire and train their staff, so make sure you are dealing with a professional, capable organization.

You will always be greeted by a professional at Veredus Corporation who has one goal in mind — your success. Whatever your need may be, we will work with you to quickly respond to it.

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