

RECRUITING SERVICES



Intertec delivers staffing service solutions to help build a solid pipeline of talent you need, when you need it. Intertec's selection process & transition methodology allows us to ensure that the match made is aligned with the short and long term goals of your organization.

OUR METHODOLOGY PROVIDES OTHER KEY BENEFITS:

- Access to a vast network of expert professionals & specialists from U.S. and international talent pools
- Recruitment and retention of highly skilled labor
- A decrease in candidate-to-client matching time
- Elimination of labor duplicity & reduction of on-boarding costs

Additionally, to provide the solution that best serves your business objectives, we offer a wide variety of staffing services, each with its own advantages and degree of flexibility.



PERMANENT PLACEMENT

This model is similar to a traditional employment relationship. Intertec's team of expert recruiters will plan and execute strategies to find the talent best suited for your business objectives & corporate culture.

This model also reduces the costs and effort associated with recruiting, interviewing, on-boarding and training potential candidates. The result is a greater ROI caused by increased productivity and faster enrollment.



CONTRACT EMPLOYEE

Our contract employee model provides our clients with flexibility to quickly ramp up or down rather than utilizing full time resources. Contractors are typically hired to fill short-term gaps within projects, although in practice they may end up working for the same client for an extended period.



CONTRACT TO HIRE

Our Contract to Hire services allow you to measure the performance of a desired candidate without having to incorporate him or her into your full-time staff. You can then make the decision to hire specific candidate(s) based on actual performance KPIs, therefore ensuring that they have the skills & mindset required to be a perfect fit for your organization.



RECRUITING MODEL

Intertec uses an integrated recruiting model to ensure that it hires and deploys top resources while limiting downstream attrition.

SCREEN

During the screen interview, the recruiting team evaluates candidates for fit against the skills profile, English skills and general interest in making a career change.

CAPABILITIES

Each candidate goes through one or more capabilities interviews, both online and in person, to ascertain their skills in the specific area they are being considered for.

CULTURE FIT

Once a candidate demonstrates the base capabilities that are required for the role, they are evaluated for cultural fit, both for Intertec and when applicable, the client team they are being considered for.

SELL

The sell interview is used to cement the candidate's interest in the company, the role being offered and to ensure acceptance of the role if an offer is extended.

EVALUATION

When requested, a skills validation is done with the end client of the team the candidate would join in order to ensure there are no red flags raised prior to an offer being made.

CLOSE

The close interview presents an offer to the candidate, reinforces the point raised in the sell interview and attempts to close the candidate for a hire.

ON-BOARDING

During on-boarding, each candidate is introduced to Intertec and the client team they will be joining, and they are enrolled in training to supplement their skills and facilitate knowledge transfer on client specific materials.