

Researching, Identifying, Selecting, Evaluating...on Our Clients' Behalf

Since 1981, Gaines International has assisted its clients in finding key professionals with leadership talent to meet the challenges of modern business. Gaines consultants are dedicated to finding professionals that are right for the position and right for the company. We understand that people are not interchangeable; we carefully consider each candidate's qualifications, including their background and personal qualities, in order to find the best fit for our client's existing company culture.

Our value to our clients is based on an ability to understand company needs in the largest context, to find the best candidate in any given market and time frame, and to create an atmosphere beneficial for the client and candidate. Our clients' goals are our goals, and we are committed to their long-term success.

ASSESSING THE CLIENT'S NEEDS

A Gaines consultant meets with company representatives, listening carefully and asking targeted questions to develop an understanding of the company's culture, position qualifications and compensation structure. A written "needs analysis," defining the position and detailing the ideal candidate experience, is presented for client approval. The approved analysis becomes the cornerstone of our rigorous search process.

RESEARCH

After a detailed briefing by the senior consultant, our research team develops an individualized research plan designed to locate potential candidates quickly and efficiently, by targeting new sources and identifying influential market leaders in the specific industry. Consultants review this information and use it to contact a select group of possible candidates, gauging interest, refining choices and evaluating qualifications as they explore each possibility.

CANDIDATE INTERVIEWS AND EVALUATION

Qualified candidates are then presented to the client. In conjunction with company representatives, a Gaines consultant will schedule meetings/interviews. To ensure that communication is flowing smoothly, we contact both parties — client and candidate — for feedback after each interview. Should the client deem them necessary and appropriate, we assist in the coordination of skill-related, psychological or other objective tests.

OFFERS AND NEGOTIATIONS

In most instances, once a final candidate has been selected, the Gaines consultant is actively involved in the employment process, including the initial offer and subsequent negotiations. We also counsel the final candidate if counteroffers are received.

COMPLETING THE SEARCH

During the new employee's first few months at work, our consultant checks in with both client and employee to verify that the transition has been smooth and is proceeding successfully.