

METIVIER

EXECUTIVE
SEARCH

**Our
methodology
at a glance**

2023

Our methodology



Week 1 - Mandate confirmation



- Initial client meeting
- Understanding the corporate culture and strategic issues
- Introduction to the management team
- Elaborating required profile
- Defining recruitment strategy

Week 2 - Identifying candidates

- Sourcing and listing of potential candidates
- Strategic postings and optimizing our networks
- Headhunting the targeted candidates
- Selection according to candidates expertise and competencies



Week 3 - Candidates evaluation



- Sourcing and direct contacts are continuing
- Conducting interviews
- Selection of candidates according to the evaluation grid
- Short listing finalists

Week 3-4 - Presentation

- Presenting the short list to the client and scheduling interviews



Week 5-6 - Selection



- Interviews between client and candidates
- Feedback with the client and candidates to define their assessments
- Selection of the finalist and final interview
- Verbal proposal to the finalist and references/background check
- Preparation and presentation of the job offer

Week 7-8 - Coaching & onboarding

- Follow-up and onboarding check in done by the recruiter with the candidate, several times during the candidate's first year of service
- Satisfaction follow-up by the recruiter with the client, a few times during the candidate's first year of service
- Final Feedback



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