



Because hiring is the most important thing you do.



SymmetryHIRE



# SymmetryHIRE™

Uncover Top Talent. Simplify Hiring. Drive Your Growth.

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Your organization's success relies on the strength of your workforce. However, research suggests that managers spend an average of 52 hours to secure just one successful hire, and a staggering 40% of new hires end up falling short of expectations.

Finding ideal candidates is a daunting, time-consuming, and expensive task. We offer a game-changing alternative that costs a fraction of what traditional recruiters charge. What's more, our commitment to your satisfaction means you won't have to go through the hiring process all over again 18 months from now!

## *Introducing Symmetry's Unique Hiring Process: Revolutionizing the Way You Hire*

Say goodbye to the outdated "25% of base salary" formula. Our proven solution empowers you to focus on what truly matters – interviewing and selecting the right candidates. Meanwhile, we take the burden off your shoulders by identifying exceptional talent that aligns with your requirements. From crafting captivating job postings to sitting alongside you during interviews, we're there every step of the way.

Experience the Symmetry advantage in hiring – a step-by-step process that guarantees finding your ideal candidate while saving you time and effort. Contact us today to get started.

## How you benefit.

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**Enhanced Efficiency:** We streamline and optimize the hiring process, enabling you to save valuable time and resources.



**Access Top Talent:** Through targeted strategies and detailed screening, you get a diverse pool of top talent.



**Expertise & Customization:** You get the expertise of experienced professionals who understand the nuances of effective talent acquisition. We deliver customized approaches that drive results and support long-term growth.

# Why Choose Us

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From personalized recruitment strategies to seamless integration with existing systems, SymmetryHIRE offers a reliable and efficient solution that empowers businesses to make smarter hiring decisions, ultimately saving valuable time and resources.

With a focus on enhancing the candidate experience and delivering results, SymmetryHIRE stands out as a trusted partner for businesses looking to optimize their recruitment processes and gain a competitive edge in today's talent-driven landscape.

## About Symmetry

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Since 2003, Symmetry HR Outsourcing and our sister company, Tanzanite Leadership Development, have provided HR & workforce outsourcing, strategy and training to businesses throughout North America. Our team understands business; they come from large companies and have worked independently with businesses of all sizes.

We support more than 300 businesses and organizations of all sizes, in all industries. We serve as an “HR Manager” for businesses too small to need a full-time staff member, and as a strategic consultant for businesses who need additional support.

Our clients have 29,000 employees in 47 states, Canada, Mexico, the UK and Japan.



**SYMMETRY**  
HR Outsourcing



**TANZANITE**  
LEADERSHIP DEVELOPMENT™

# SymmetryHIRE™ Unique Hiring Process



**SYMMETRY**  
HR Outsourcing

[www.symmetryhro.com](http://www.symmetryhro.com)



## Preparation

### Candidate Profile Development

We begin by crafting a Candidate Profile that captures the skills, experience, talent, and cultural attributes of your ideal candidate. This is the marketing blueprint to identify the best candidate.

### Job Description Development & Compliance

Our team creates a job description which not only highlights key responsibilities but also meets federal and state compliance requirements.

### Strategic Job Posting Placement

We identify ideal media platforms to reach your target candidates and handle the actual placement of job postings. Our strategic approach maximizes visibility and attracts a diverse pool of qualified applicants.



## Search

### Applicant Tracking & Screening

We streamline the process by meticulously tracking, reviewing, and screening applicants. Rely on us to handle applicant correspondence, ensuring a professional and efficient experience for all candidates.

### Multi-Stage Screening Process

Our multi-stage interviewing process is designed to identify the best candidates. We conduct thorough interviews, resulting in a pool of individuals who align with your requirements and culture.

### Assessments

Finalists take an assessment which show you the candidate(s) which have the most likely chance of success in the job.



## Interview & Selection

### Interviewer Preparation & Training

We provide comprehensive training for your interviewer, equipping them with effective interviewing techniques and thought-provoking questions. This ensures that your interviewers are fully prepared for assessing and deciding.

### Evaluation Facilitation

We facilitate a session with your interviewers to discuss the strengths, weaknesses, and overall fit of each candidate. This collaborative process ensures that you select the optimal candidate who best meets your requirements and aligns with your organization's mission and goals.

### Evaluation Facilitation

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## Symmetry HR Outsourcing

Unlock the potential of your workforce.

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