



ADVENTIS Nuclear
Intelligent Staffing Solutions

Tell Us About You!

Engineering
Design
Retube - Restart
New Build

Contract - Permanent



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LISTENING?

Please take a few minutes to help us understand your company and your staffing and recruiting needs. By filling out this survey you will assist Adventis staff to recruit the strongest talent for your organization. Thank you for your participation.

1 Client Information

Providing the following information is optional.

First Name

Last Name

Title

Address

City

Province

Postal Code

Email

Phone

2. What are your company's mission, culture and values?

Mission: (a connection to a URL webpage that defines your company mission is quite acceptable)

Culture:

Values:

3. What are your current company recruiting and staffing needs? Where is the "pain"?

4. What are your recruitment challenges? *Rank the following and provide additional comments as necessary.*

- Lack of necessary specialist skills
 1 2 3 4 5 (5 being the most difficulty)

- Looking for more pay than you could offer
 1 2 3 4 5 (5 being the most difficulty)

- Insufficient experience
 1 2 3 4 5 (5 being the most difficulty)

- No applicants
 1 2 3 4 5 (5 being the most difficulty)

- Image of sector/ occupation
 1 2 3 4 5 (5 being the most difficulty)

- Lack of interpersonal skills
 1 2 3 4 5 (5 being the most difficulty)

- Lack of formal qualifications
 1 2 3 4 5 (5 being the most difficulty)

- Applicants unable to accept position due to high cost of living in the area
 1 2 3 4 5 (5 being the most difficulty)

Comments: (Other difficulties or challenges in recruiting)

5. How would you rate your experience working with your current recruitment agency?

- Outstanding Good Adequate Needs Improvement Poor

Comments:

6. How do you rate your corporate brand as a recruitment asset?

- Outstanding Good Adequate Needs Improvement Poor

Comments:

Does your organization have a formal diversity strategy?

- Outstanding Good Adequate Needs Improvement Poor

Comments:

7. Provide a brief overview of your recruiting strategies and objectives?

- Outstanding Good Adequate Needs Improvement Poor

Comments:

8. Rank your recruiting department, staff or agency's performance in these areas.

- Cost-Value to fill vacancies?

1 2 3 4 5 (5 being the most expensive)

Comments:

- Quality of Candidates?

1 2 3 4 5 (5 being the most difficulty)

Comments:

- Service you receive from your Recruiting Agency?

1 2 3 4 5 (5 being the best)

Comments:

- Time taken to Fill Vacancies?

1 2 3 4 5 (5 being the longest time)

Comments:

- Feedback from Recruiting Managers?

1 2 3 4 5 (5 being the most positive)

Comments:

- Diversity of Candidates?

1 2 3 4 5 (5 being the most diverse offering of candidates)

Comments:

- Feedback from Candidates on quality of agency briefing?

1 2 3 4 5 (5 being the most positive)

Comments:

- Added-value Initiatives provided by Recruiting Agency?

1 2 3 4 5 (5 being the most difficulty)

Comments:

- Level of legal awareness and compliance of employment?

1 2 3 4 5 (5 being the most aware & compliant)

Comments:

- Agency's alignment with organizations culture and values?

1 2 3 4 5 (5 being the best aligned)

Comments:



7. Does your company currently employ a Master Vendor or Preferred Vendor model for recruiting?

- Outstanding Good Adequate Needs Improvement Poor

Comments:

8. How many hires did your company make last year?

- | | | | | | |
|----------------------|-------------------------------|--------------------------------|---------------------------------|-----------------------------------|-------------------------------|
| PERMANENT PLACEMENTS | <input type="checkbox"/> 1-10 | <input type="checkbox"/> 11-50 | <input type="checkbox"/> 51-100 | <input type="checkbox"/> 101- 200 | <input type="checkbox"/> >201 |
| CONTRACT PLACEMENTS | <input type="checkbox"/> 1-10 | <input type="checkbox"/> 11-50 | <input type="checkbox"/> 51-100 | <input type="checkbox"/> 101- 200 | <input type="checkbox"/> >201 |
| TEMPORARY PLACEMENTS | <input type="checkbox"/> 1-10 | <input type="checkbox"/> 11-50 | <input type="checkbox"/> 51-100 | <input type="checkbox"/> 101- 200 | <input type="checkbox"/> >201 |



THE ADVENTIS PROCESS:

We have developed two business options to make the search process complement your corporate strategies, objectives and time lines.

RETAINED SEARCHES:

When your needs are immediate, the Retained Search makes the most sense and at the best price. This search provides an exclusive urgent high priority search that has specific senior Recruiters on your file for enhanced personal attention. This search requires an upfront fee to start the process and then installments as you go. Contact us for a full step by step explanation.

CONTINGENCY SEARCHES:

Our Contingency search provides our service with no upfront fees and you only pay for results once you have hired one of our qualified candidates. Both programs offer a written guarantee for the candidates we provide. Conducting an extensive search on your own is an all-consuming task that distracts your organization from what it does best. A successful search project requires specific knowledge and resources as well as huge quantities of time. At Adventis we have concentrated our years of successful project management and search experience into an exclusive 24 Step Search and Selection Process and 5 part action plan. This logical, structured approach is utilized each time we execute a search project. It allows us to tailor the process to address your specific needs and lets us focus all of our energies on building the best candidate selection pool for your particular position.

THE ADVENTIS PROCESS:

Conducting an extensive search on your own is an all-consuming task that distracts your organization from what it does best. A successful search project requires specific knowledge and resources as well as huge quantities of time.

At Adventis International we have concentrated our years of successful search experience into an exclusive 24 Step Search and Selection Process and 5 part action plan.

This logical, structured approach is utilized each time we execute a search project. It allows us to customize the process to address your specific needs and lets us focus all of our energies on developing the best candidates for your particular position. Here is how Adventis' 24 Step Search and Selection Process can work for your company:

- LISTENING
- SEARCH
- COMPREHENSIVE INTERVIEWING
- NEGOTIATIONS
- FOLLOW THROUGH

LISTENING:

This is the most important part of the search process. If we don't understand exactly what qualities you seek in a candidate, the search will not produce the desired results.

This is why Adventis concentrates on listening first.

1. Conduct a thorough needs analysis to obtain all the information required to complete a professional search. This includes strategizing on how to attract candidates from your competitors.
2. Build a profile of the ideal candidate against which we screen potential candidates. On request, we can interview your top-performing employees as part of the screening process. Prepare a written document detailing the ideal profile and a strategy for presenting the opportunity to candidates. Obtain your approval.
3. Consult with you on industry compensation standards and construct a compensation model.
4. Assemble a project team and launch marketplace research. Examine direct and indirect competitors as well as identify alternate companies that employ candidates possessing the skills and experience you seek.
5. Submit the list of targeted companies and candidates for your review and approval.

SEARCH:

Here is where Adventis' years of experience provide ultimate value. We have the resources and unique ability to identify and engage the top talent in your marketplace.

6. Conduct comprehensive telephone interviews with candidates using behavioral based questions to ascertain three crucial qualifying factors:

- a) Do they have the appropriate background?
- b) Are they willing to change jobs for the right opportunity?
- c) Do their goals in making a career move align with yours?

7. We can conduct face-to-face interviews with potential candidates or interview them via video conferencing.

8. Present a short list of highly qualified candidates who have successfully passed the screening process.

9. Submit the resumes and summaries from qualifying interviews with selected candidates.

COMPREHENSIVE INTERVIEWING:

In this step you determine if we have a match. By this point Adventis has significantly increased the potential for success by understanding your needs, screening candidates against that criteria and presenting those candidates who best match your requirements.

10. Arrange and coordinate the initial interview between you and the candidate. This interview may be by telephone, face-to-face or videoconferencing at your direction.
11. Prepare the candidate for the initial interview including briefing them on the agenda, your priorities and expectations.
12. Prepare you for the initial interview drawing attention to the candidate's particular goals and aspirations.
13. Debrief with the candidate following the interview and capture their initial thoughts and concerns.
14. Debrief with you and discuss preliminary conclusions. Professionally release any candidates not selected to continue in the process.
15. Arrange and coordinate second interviews and discuss particular areas of concern.
16. Debrief with both you and the candidates following the second interviews. Professionally release any candidates not selected to continue in the process.
17. Conduct professional reference checks and provide written summaries of those interviews or provide you with the names and phone numbers so you can confirm the Reference.

NEGOTIATIONS:

Experience makes all the difference. Our years of experience managing negotiations will add tremendous value and help you avoid costly pitfalls. Our goal is to create a win-win outcome for both you and your candidate of choice.

18. Verify earnings and negotiate a win-win compensation package.
19. If desired, provide educational verification, credit history, security checks and other appropriate background checks.
20. Communicate verbal offer of employment to the candidate of choice to help ensure acceptance.
21. Consult with the candidate and resolve resignation and counteroffer issues.
22. Confirm the start date and obtain written confirmation from the candidate.

FOLLOW THROUGH:

The period between acceptance of an offer and the start date is a critical time for a new employee and it's important they remain connected to the new company during their transition phase. This is also when Adventis conducts our post search protocol to evaluate the completed search and results.

23. Remain in contact with you and the candidate through the start date and initial days of employment. Experience has shown that this is a vulnerable time for candidates in transition and we work to keep them connected and comfortable with their decision.

24. Conduct a conclusion interview with you to ensure the project was completed to your satisfaction.



SEARCH & SELECTION PROCESS + CLIENT PARTNERSHIP = SUCCESS

This equation has proven itself successful time and time again. At Adventis, a successful search is a strategic partnership between a motivated and involved client, and experienced search consultants.

We begin by listening, apply the knowledge we have gained to launch the research process, identify potential candidates, manage the interview process and ensure the final negotiations culminate in a successful hire.

By doing what we do best, Adventis allows you to concentrate on your business - which is what you do best - while we recruit your personnel for the future.

END.