



Recruitment Engine Optimized

## Who is Magnum Hunt and what we can do for you?

Magnum Hunt Inc. is a professional permanent and contract staffing company specializing in the placement of skilled I.T. professionals in the GTA region as well as throughout North America. Recruiters at Magnum Hunt have a long standing history of providing the best and most talented, I.T. professionals in the industry to a broad spectrum of companies requiring I.T. resources. Although Magnum Hunt is a national vendor to several fortune 500 companies, the majority of it's clients are small to mid size I.T. companies including Microsoft Partners/Gold Partners and ISVs.

## Five Quantifiable Benefits of working with Magnum Hunt

- 1. Excellent return on investment:** Top resources go a long way in generating and sustaining business . Pareto's 80 – 20 rule states 20 percent of the people do 80 percent of the work and 80 percent people do 20 percent of the work. We consistently provide resources that fit in the 20 percent bracket responsible for 80 percent of the business.
- 2. High Success Ratio:** We ensure a high success rate of the resources we provide because successful placements is the main measure of our performance.
- 3. Negligible fall offs :** Our time tested 'Perfect Fit Methodology' ensures that there are negligible fall offs, saving your business the costs associated with employee turnover.
- 4. Three Month guarantee:** We stand behind our candidates. If due to an unforeseen circumstance, there is a fall off, we replace the candidate or credit the applicable amount towards your next placement through us.
- 5. Competitive fee package:** Our long standing clients can vouch for the fact that it is not costly to work with us, rather it is costly *not* to work with us.

## Four Pillars of Belief at Magnum Hunt

1. A company's biggest asset is it's people
2. Our client's success translates into our success
3. Client time is extremely valuable, only the best fit must be presented
4. Do it right the first time

## Mission Statement

**Consistently be the first choice of Hiring Managers for their I.T. staffing needs, while being the 'Go To' company for career advancements of I.T. professionals**

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## Five Qualitative Benefits of working with Magnum Hunt

### 1. Clear Understanding of Client needs

Using our proprietary 'Perfect Fit Methodology', recruiters at Magnum Hunt take the time to understand and document client's needs as well the pros and cons of the working environment. Our specialization allows us to empower our clients with an effective recruitment strategy, cutting edge tools and an efficient selection process, helping our clients bring on-board as well as retain, top talent.

### 2. Commitment to exceed client expectations

The next step in the process is to best understand the client needs and utilize access to multiple resources and come up with the initial list of candidates. We access our vast pool of resources, where we have passive candidates as well as we actively utilize tech forums, networking associations, strategic alliances, multiple job boards and various other resources to ensure that the right skill-set match is achieved.

### 3. Excellence in service delivery from start to finish

Further, we pre-screen candidates, short-list qualified candidates and conduct in-person interviews with the finalized candidates. Only upon our satisfaction, we present selected profiles to the clients and co-ordinate the interview schedules for the selected candidates. After receiving the go ahead from the client, we bridge any gaps between candidate expectations and the job at hand, conduct reference checks as required, prepare the selected candidate for the job, and conduct post-placement follow up, ensuring that start-up is smooth and a positive relationship is sustained.

### 4. Top notch professionalism and integrity

Searching for the right fit, we wear different hats adeptly. We are hunters sifting through resumes, search engines, forums, job boards, networking associations, cold calling, utilizing affiliations.. and while interviewing candidates or listening to our clients we become all ears, listening and understanding intently. At the time of managing expectations, we educate the candidate with the market situation and present a clear picture of our client environment. On the client side, we keep the client informed and empowered about the candidate.

### 5. Reliability to go 'extra mile' in meeting Client's pressing needs

Our recruiters have been in the Industry for over a decade and apart from their experience, what is really impressive is their willingness to go that extra mile, each time there is a pressing need. It could be working long hours to working on the weekend or organizing priorities in such a way that client needs are best served.



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### A few important questions that every hiring manager should consider

#### Staying Ahead of Competition

**Are we exploring all options to ensure that our selection for top talent is based on the best available resources?**

In the competitive business world, it is not only important rather paramount to have the best people at the job. In attracting top talent, it can be risky to restrict oneself to limited search options. When it comes to people, there are always 'good, better and the best' choices within the salary range a company is willing to offer. However in terms of output, the choice made can have a significant impact. Aces in their places, invariably translate into a growing, thriving organization.

#### Best Use of Time

**Why are we spending so much time and resource doing the preliminary work? How valuable would it be for us, if we can use someone else's expertise to broaden our search options as well as save time by helping us see only the one's that best meet our criterion? Why not allow someone else to do what they are best at and we focus on what we are best at?**

Today's changing environment makes a business case for collaborative business partnerships that allow organizations to effectively spend their time on the areas that need most attention. More and more organizations today are focusing on their core expertise and are choosing to outsource other non-core functions. This allows the organization to be lean and more effective.

#### Retaining the Best Talent

**What kind of strategies do we have in place to be able to bridge the expectation gap and attract the top talent who will be excited about working for our company?**

For companies that do their own hiring, HR managers realize with experience that often times a good resource chooses to join elsewhere, or quits too soon, simply because nobody was there to mediate between the company and the candidate to bridge the expectations gap. The result is that the right resource is now working for a competitor.