



## Talent Acquisition Services

Our services include full-cycle proposal recruitment of candidates, home office recruitment for DC and non-DC based organizations, and field-based project recruitment of replacement COP's, DCOPs, and other positions. We know how to recruit publicly, or even if our client needs to remain client confidential. Through Head Global's vast network of international recruitment consultants and staff, we offer efficient, affordable, and high quality recruitment advisory services no matter the organization's needs or budget.

### Home Office Recruitment

When you launch a recruit for a difficult to fill position, you can become frustrated by the lack of qualified applicants, distracted by other priorities, or not know where to look to find the best candidates. At Head Global, we use our networks effectively to find you the most qualified professionals – including the ones that aren't actively seeking new opportunities! We screen not only to see who meets requirements, but also for organizational fit, integrity, work-ethic, and other intangibles important to you.

Through our retained search services for home office professionals in Washington, DC and elsewhere, we have placed candidates with a range of 3 to 30 years' experience into various positions in project management, business development, finance and contracts, recruitment, and various technical specialties.

Our unique "temp-to-hire" model also allows you to work with a candidate on a temporary consulting basis, providing the opportunity to evaluate their work quality and fit before deciding to hire them full-time.

### Project Based Recruitment

Our services include retained searches for entry to senior level project personnel in Washington, DC and overseas, as well as advisory consulting services for project start-up, close-out, and ongoing replacement to manage retention and turnover.

We can launch anonymous recruitment services to replace project staff, or work seamlessly with your project team and your client to speed up recruitment efforts to replace or onboard new staff. After all, every day there is a gap in billable work is a day of lost revenue, and potential for an important development project not to achieve intended results.

### Proposal Recruitment

Managed through our "Proposal Development Services" portfolio, our talent acquisition service offering also includes recruitment of expatriate, TCN, and FSN candidates. Whether in the field or remotely, we offer full-cycle proposal recruitment services no matter the donor, technical sector, or geographic area – we've done it all!



**Jeffrey Coleman**, Director of Talent Acquisition

An experienced recruitment and HR specialist with a decade of experience leading full-cycle recruitment efforts for key personnel positions for projects funded by various donors, including USAID, OTI, Department of State, and Department of Labor.

