



ChiTwoD Group

## **Talent Acquisition Services**



# ChiTwoD Group

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# ChiTwoD Group

## ChiTwoD Group Overview

### *Specialists in Top Talent Acquisition*

ChiTwoD Group has over a decade of experience recruiting Top Talent in Manufacturing, Operations and End-to-End Supply Chain for small privately held to large **Fortune 100** organizations. Our success as a “specialist” is built from fundamental principles of listening, understanding & developing relationships on both sides of the desk. Our relationships align an organization’s request for talent with the aspects of an individual’s professional career and quality of life balance.

Simply put, **“we connect the right people with the right organizations at the right time”**.



# ChiTwoD Group

## ***Functional Expertise***

- C-level & General Management
- Operations
- Supply Chain Management
- Transportation & Logistics
- Sourcing & Purchasing
- Engineering
- Lean, Six Sigma & Value Stream Processes
- Sales & Marketing
- Finance & Accounting
- Information Technology
- Human Resources



# ChiTwoD Group

## ***Level of Assignments***

We have the experience, skills, network and resources to meet our clients' needs at a variety of levels:

- C-level Executive 12 %
- Vice Presidents 29 %
- Directors 30 %
- Managers 18 %
- Individual Contributors 11 %



# ChiTwoD Group

## ***Recent Client Engagements***

- |                      |                                |                        |                                       |
|----------------------|--------------------------------|------------------------|---------------------------------------|
| • Oerlikon Fairfield | President - Americas           | • GE Aviation          | Director Transportation & Logistics   |
| • Caterpillar        | Process Manager                | • Central Garden & Pet | Plant Manager                         |
| • Beckman Coulter    | Group Mgr Technical Operations | • Hologic              | Senior Director Sales & Ops Planning  |
| • Trinity Industries | Sr Manager Strategic Sourcing  | • Joy Global           | Global Director Supply Chain          |
| • NUK USA            | VP Research and Development    | • Zodiac Aerospace     | Vice President Quality                |
| • Danfoss            | GM Manufacturing Operations    | • Philips              | Director Strategic Purchasing-Metals  |
| • Oerlikon ODS       | VP Sales & Marketing           | • Hudson Manufacturing | Manager Logistics & Customer Delivery |



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## *Quality of Hire*

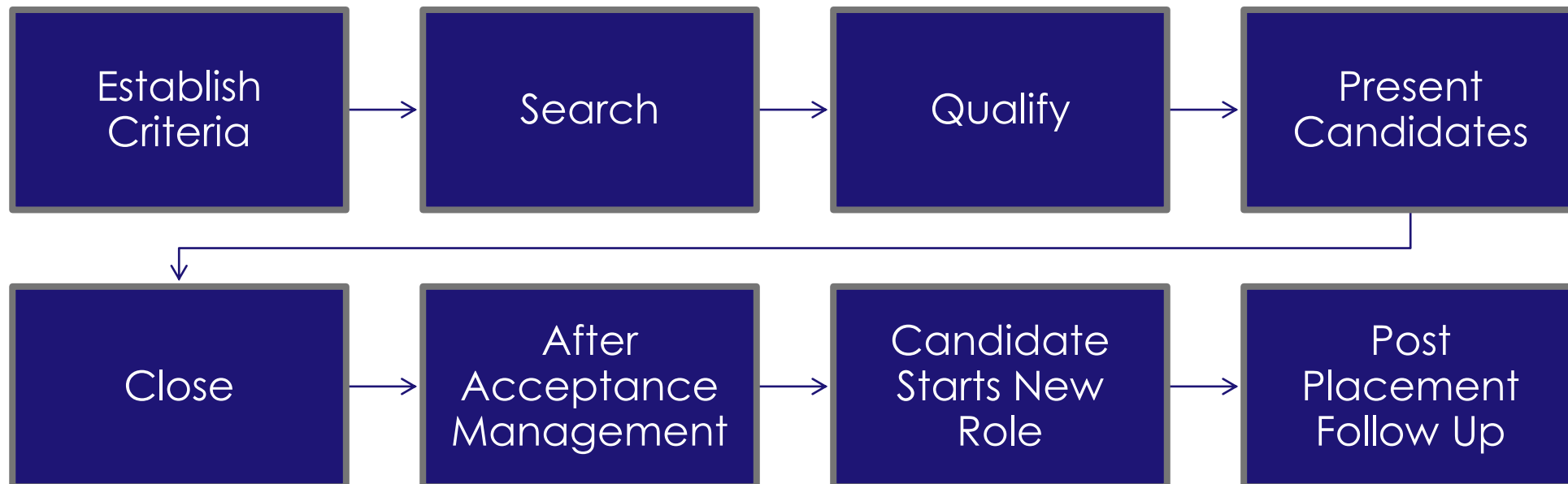
### **Objective: Enhanced Partnership for Quality of Hire**

- Reduced Presentation to Hire ratio: 4 to 1  
Industry average: 10 to 1
- Improved Time of Present to Hire
- Complete over 95 % of Search Assignments
- Candidate Management all through offer acceptance
- Backed up by Replacement Guarantee



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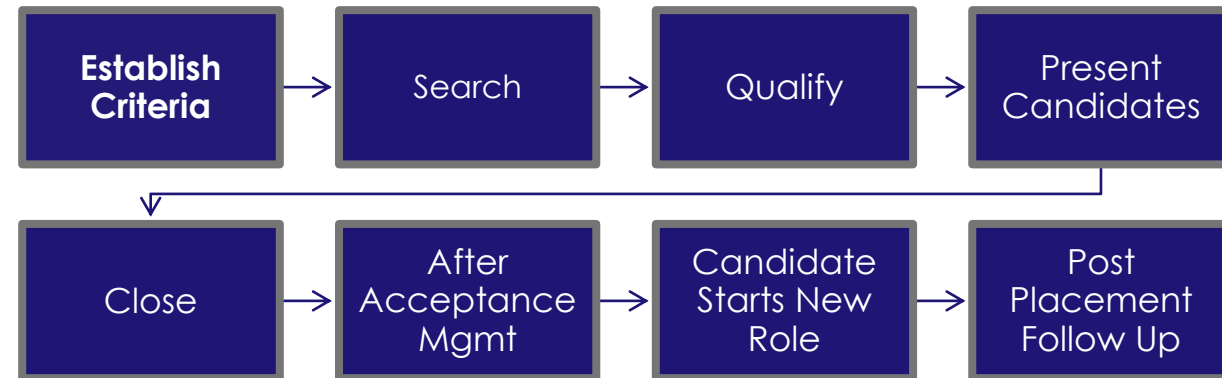
## ***Recommended Search Process***





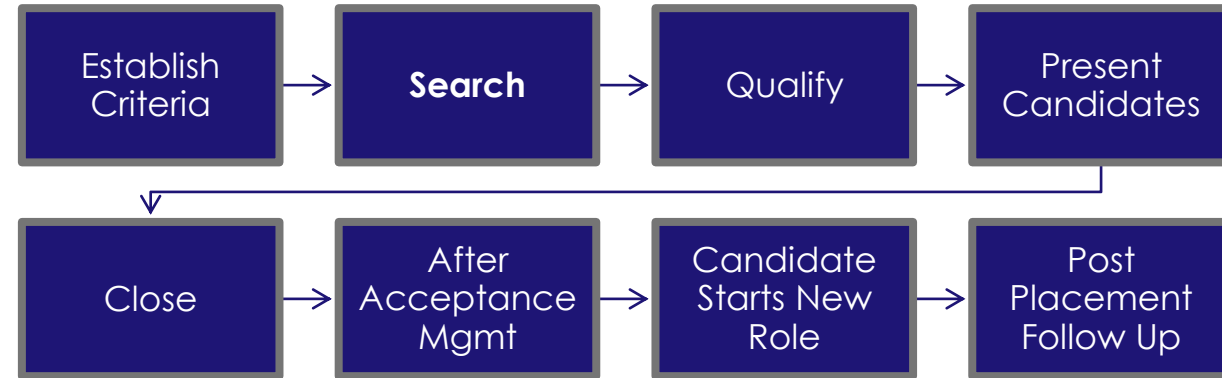
# Establish Criteria

- ✓ **Goals**
- ✓ **Needs**
- ✓ **Job Specifications & Description**
- ✓ **Compensation**
- ✓ **Interview process and time to hire**
- ✓ **Organization Appeal & Culture**
- ✓ **Hiring Authority background**
- ✓ **Review Search Criteria**



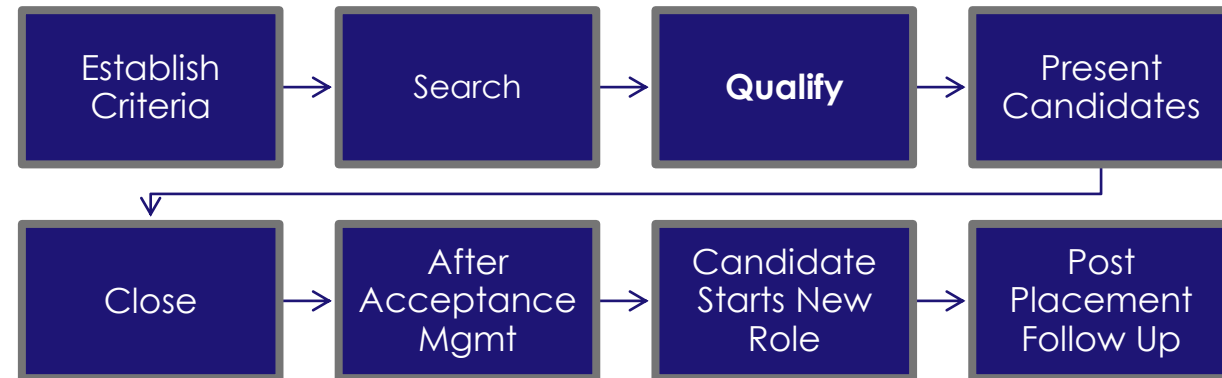
# Search

- ✓ **Contact current professionals**
- ✓ **Leverage industry network**
- ✓ **Pursue referrals**
- ✓ **Research Client's competitors**
- ✓ **Post opportunity (if not confidential)**
- ✓ **Identify both "active" & "passive" candidates**



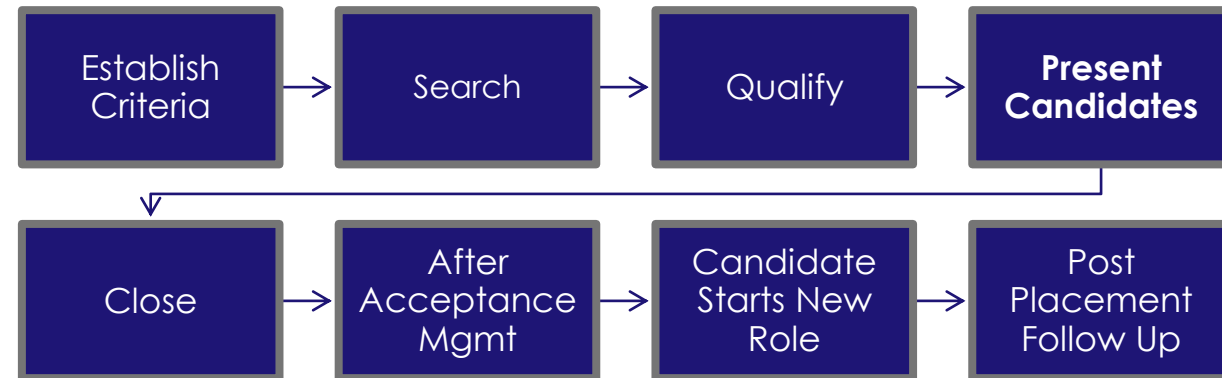
# Qualify

- ✓ Review Performance history
- ✓ Match essential established criteria
- ✓ Verify commitment to change career
- ✓ Clarify compensation requirements
- ✓ Identify potential roadblocks
- ✓ Check references
- ✓ Develop “short list” of candidates



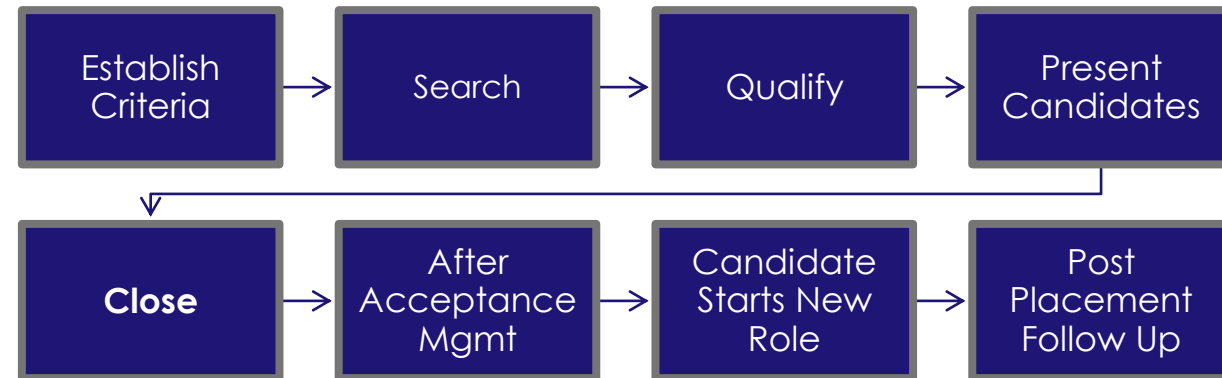
# Present Candidates

- ✓ **Receive candidate present approval**
- ✓ **Present candidate**
- ✓ **Schedule interviews**
- ✓ **Prep candidate(s) & client(s)**
- ✓ **Debrief candidate(s) & client(s)**
- ✓ **Schedule next steps**
- ✓ **Discuss finalist(s)**



# Close

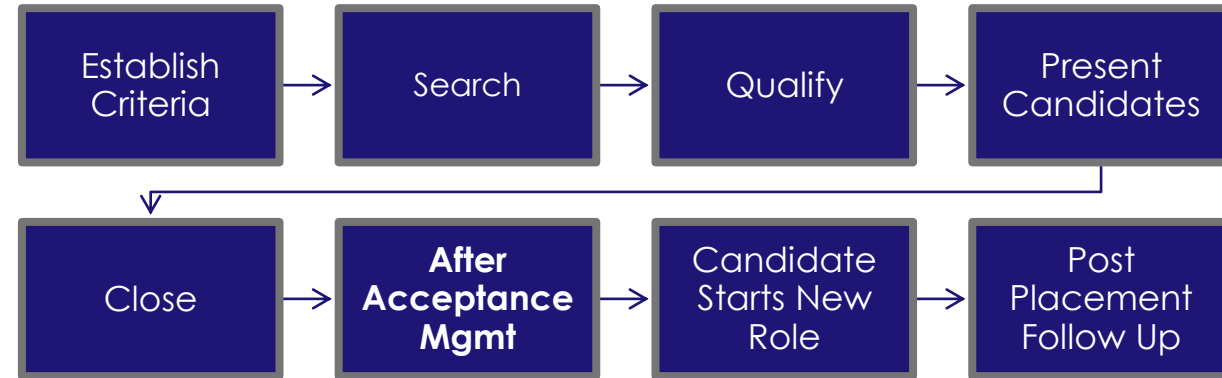
- ✓ Present Compensation Analysis tool
- ✓ Reclose candidate & client
- ✓ Review elements of offer
- ✓ Identify any potential roadblocks
- ✓ Present offer
- ✓ Receive signed acceptance
- ✓ Client calls new team member
- ✓ Discuss onboarding with client & candidate



# After Acceptance Management

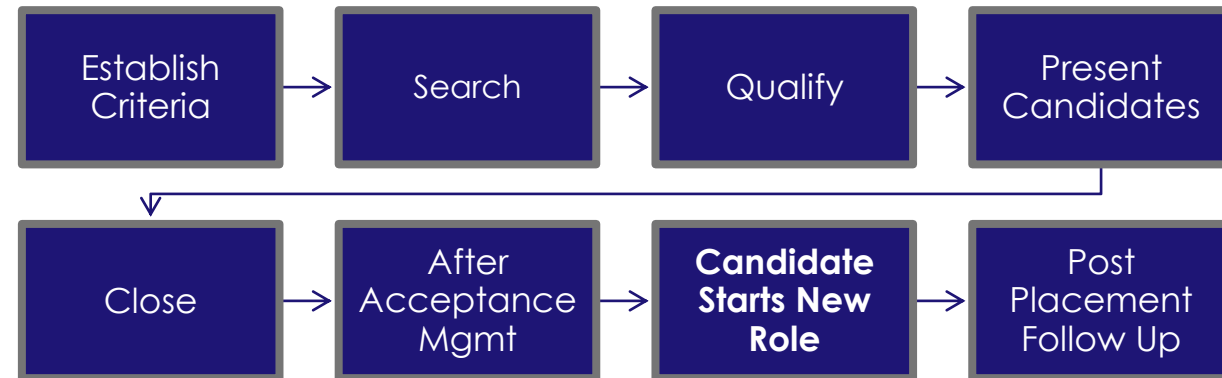
## ✓ Manage Transition

- ✓ Resignation
- ✓ Counteroffers
- ✓ Relocation



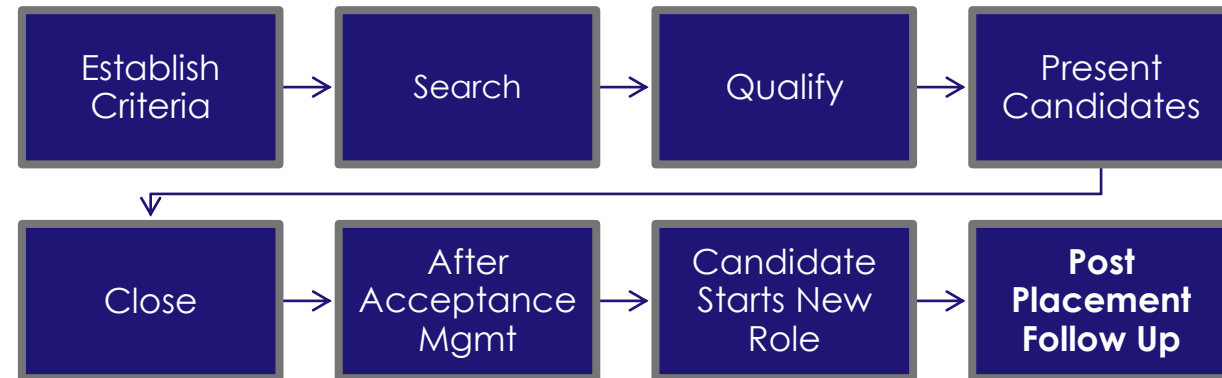
# Candidate Starts New Role

- ✓ **Welcome candidate on board**
- ✓ **Review any transitional questions**



# Post Placement Follow Up

- ✓ Provide candidate feedback to client
- ✓ Review any areas of improvement







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***Feel free to visit our website***

***[www.mikechitwood.com](http://www.mikechitwood.com)***

***We look forward to an opportunity to partner!***

**Mike Chitwood**

*Chief Managing Member*

**ChiTwoD Group**

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