

Attract Top Talent To Build A Competitive Advantage

Excelling in the corporate universe requires diligence, thoughtfulness and innovation – and finding those characteristics in talent is not an easy feat. Recruiting and retaining top talent is a challenge for businesses across all markets and industries, particularly when regulatory changes and technology innovation continue to place challenging demands on business owners, C-suite executives and other hiring managers. With outsourced recruitment management services from The MFA Companies®, businesses can leverage talent acquisition experts to streamline the recruiting lifecycle, reduce internal hiring costs and improve the quality of candidates.

How MFA Can Help

- **Job Profiling:** We create and recommend accurate, enticing job descriptions by working directly with your internal experts to uncover the top priorities for each new or replacement hire. We strive to understand not only the job but also your company's cultural nuances that will create a good long-term fit.
- **Sourcing Execution:** Acting as an extension of your organization, we advertise your jobs across a variety of sourcing mediums to generate interest and buzz in the marketplace for your company and the specific opportunity. We also employ techniques to approach and attract passive candidates.
- **Candidate Identification:** We employ a consistent process to efficiently and effectively screen all submitted resumes including those submitted in response to your corporate website. We conduct those time-consuming initial phone interviews to vet applicants, narrowing the pool to only those who possess the requisite skill set and genuine interest in the opportunity.

Recruitment Management

- **Interview Process Facilitation:** We coordinate with you to determine who should be involved in the interview process and then assume responsibility for scheduling all interviews. We also proactively coordinate the process of collecting and disseminating post-interview feedback from both candidates and interviewers.
- **References and Offers:** Comprehensive reference checks for your chosen candidates are handled by our team. While you make the decisions, we act as the main point of contact for you and candidates to ensure the offer and counter-offer process runs smoothly from start to finish. Until employment commences, consultation, support and advice are all part of the service we offer.
- **Continuous Collaborative Planning:** Working with us is a true partnership as evidenced by regular, collaborative meetings with you to plan, recalibrate and redirect our efforts as talent demands fluctuate throughout your company's growth cycle.

What MFA's Talent Acquisition Services Can Do For You

- Reduce overall cost of recruitment by outsourcing the often time-consuming and burdensome phases of the recruiting/hiring process
- Improve time-to-hire by freeing up internal staff to focus on other organizational priorities
- Improve the quality of hired candidates through value-add services such as job profiling and description creation that often hamper the recruitment process and lead to companies attracting the wrong candidates

"I had the pleasure of working with The MFA Companies as we conducted a search for a Finance Manager for the Massachusetts Chapter of The ALS Association. Through in-depth discussions, including many great questions, the MFA team came up with the ideal candidate profile for our organization. This was quickly followed by a job description, resumes, interviews, reference checks and an offer to a terrific individual. The whole process was easy, and the quality of the candidates was superior to those we would have received if we had conducted the search on our own."

Lynn Aaronson,
Executive Director, The ALS
Association (Massachusetts Chapter)

"MFA's Talent Acquisition team listens to the creative opportunities that we have at Commerce Bank and strives to connect the right candidates to our needs for each specific opening. During each engagement, our prospects are already pre-screened before they are even presented, saving invaluable time for our organization. They are a team that understands what it takes to consistently deliver on customer service and quality, talented prospects and I would absolutely recommend them to others looking to build a lasting relationship with a staffing agency."

Nathan Pusey,
Managing Director, Market Leader,
Commerce Bank