

Recruiting & Retention Handbook



The biggest challenge employers face today is the ability to effectively recruit and retain highly-specialized financial professionals. The Southern California market is home to some of the most talented financial professionals in the United States. However, this talent is limited and the demand for it far outweighs its supply. Many Southern California companies are not well equipped to deal with this inequity in the job market. Rather than allocating critical capital resources to company investment and growth initiatives, employers are exhausting resources to address the challenges of employee turnover and attrition.

Recent surveys conducted by both PricewaterhouseCoopers and Ernst & Young concluded that the cost of replacing an employee may be as much as 150 percent of the departing employee's salary. This harsh reality has prompted smart employers to implement preemptive recruiting and retention campaigns in an

effort to attract and protect their new and existing human capital resources. To remain competitive in this dynamic market, employers need to be well-equipped with the most effective recruiting and retention tools.

Alliance Resource Group is proud to offer the Recruiting & Retention Handbook. This comprehensive resource emphasizes four major components that will enable employers to develop and implement robust recruiting and retention campaigns. These four components include:

Successful Recruiting Strategies

This section outlines proven recruiting strategies that have enabled employers to achieve their hiring goals while enhancing existing human capital. These insights help employers develop comprehensive recruiting programs, giving them the competitive advantage when searching for highly-specialized financial professionals.

Effective Job Descriptions

Searching for highly-specialized financial professionals starts with an effective job description. A job description should serve as a vehicle that drives efficiency during and after the pre-screening and formal interview process. This section provides a step-by-step process in compiling highly-effective job descriptions, giving employers the competitive edge when recruiting for professionals within the dynamic Southern California marketplace.

Capitalizing on the Interview

Interviewing candidates for open positions can be a long and laborious process. However, this section helps employers streamline the interview process while effectively assessing a person's candidacy. From structuring and performing interviews, to compiling a follow up plan, this guide helps employers in attracting and securing top talent.

Employee Retention Initiatives

Robust hiring activity and a continued demand for Finance and Accounting professionals have created significant hurdles for employers who try to retain their highly-skilled employees. This section provides a comprehensive analysis of proven retention initiatives that help employers in protecting critical human capital resources.

These components play critical roles in the planning and execution of recruiting campaigns, and help structure various retention initiatives in the post-acquisition stage.

Our experienced management and executive placement professionals have collaborated with our clients to develop this valuable resource, which enables employers to remain competitive in our ever-changing business climate. Our consultative and long-term approach strengthens our position as a value-added business partner to augment your existing staffing infrastructure.

If you are interested in receiving a FREE copy, give us a call at 949-250-1600.