

Employers

We have several services designed to meet the needs of both large and small scale businesses. We also, offer programs to provide our clients personalized services and lower costs, plus priority attention to your critical needs. Our services are designed to meet the needs of both large and small scale businesses. Our skilled staff are experienced human resource professionals who have developed proven search and interview techniques to identify top notch professionals in their field.

SMR will become an extension of your human resource department. We will become a valuable source in terms of understanding your environment and unique requirements by developing and maintaining a search network tailored to your individual requirements. In addition to our own search network we will assist the hiring authority in screening all solicited and unsolicited resumes. Once we have assessed all qualified candidates, we will provide a progress report and include these candidates in our search.

SMR will provide priority handling to all assignments conducted by you, the client. We will obtain, through discussions with the hiring authorities of the client, a thorough understanding of every position assigned for search. This understanding of your business operation will enhance SMR's ability to locate, screen, interview, qualify and select candidates as finalists for each position. We offer client services in three primary areas...

CONTINGENCY SEARCH

Fees for contingency searches are based on 25% of the candidates first years Anticipated Annual Salary, however this can vary depending on the geographical location being sourced, the industry and the specific talent that is being recruited, as well as the number of positions being filled.

Candidates in a contingency search are usually identified through an existing database or from public job boards. The search process is usually less structured than with a retained search, and less about an exact "fit" and more about getting potentially qualified candidates in front of the client so that the client can make his or her own final assessment.

Should a candidate, placed by SMR, on a contingency search, be terminated for cause within 90 days of placement, SMR guarantees to provide a replacement search.

RETAINED SEARCH

For when you need SMR to dedicate their efforts to your specific needs and position/projects are to be filled in a specific and critical time frame.

SMR charges a fee equivalent to 25% of the placed candidates first Years Anticipated Annual Salary, including bonuses and/or premiums.

A retainer fee is charged for consulting services that is not contingent on the hiring of a candidate. One-fourth of the fee is due when the assignment begins. A second fourth is then billed when SMR presents potential candidates. The remaining balance is then due upon completion of the assignment.

Should a candidate, placed by SMR Services Group, Inc, on a retained search, be terminated for cause within 6 months of placement, SMR guarantees to provide a replacement search.

RETINGENCY SEARCH

SMR charges a fee equivalent to 25% of the placed candidates first Years Anticipated Annual Salary, including bonuses and/or premiums.

The fee is typically divided into two parts. The first part is paid at the beginning of the search and is typically one fourth of the anticipated search fee. The remaining three fourths of the search fee is to be paid when the search has been successfully completed.

While using the retingency search, you will not get all the benefits of a retained search; however the results are usually more successful than a straight contingency search.

Should a candidate, placed by SMR, on a retingency search, be terminated for cause within 3 months of placement, SMR guarantees to provide a replacement search

CONTRACT/TEMPORARY PLACEMENT

For when you need good qualified contractors for long or short term projects and T/A's. Independent contractors are supplied by SMR at a flat fee per project. Complete the Job Order Form and we can get started on your search!

Get Started Today! Complete the SMR Online Position Request Form... [click here.](#)