

Our Search Process

It looks simple, but some processes do take time and are more complex than one might think.

Always led and executed by José Oller, this is our 10 step executive search process...

- José Oller will visit with you, the client, to define the position, objectives and expectations and to better understand the company/organization. After gathering the information from this visit José will personally create the Position Specification.
- Our experienced research staff, will develop a comprehensive "target list" of companies from which we will be targeting potential, qualified candidates. This comprehensive list is comprised of similar, complimentary and/or competing entities, companies, organizations and/or associations and submitted for any potential conflict of interest with the client.
- The JE Oller team identifies potential candidates (candidate ID phase), locates, selects and then contacts individuals who best fit your custom position specification criteria and provides them with the specification for their review and to gauge level of candidate interest.
- As the team collects resumes/CV's from qualified and interested individuals, José will review them and select only the highest quality candidates for the position and create our Long List. At this point, we will know that they are interested, qualified and that they would, if necessary, relocate. We will also have compensation information on all submitted candidates.
- José will present the Long List to you, the client; discuss the merits of their candidacy and together we create a Short List. These are the individuals whom he will interview.
- We contact these individuals and arrange an interview time and location. José then interviews these top candidates. The interview process typically takes an hour and a half to two hours.
- After the interview José prepares a report on the candidate and presents it to the client in writing. This "candidate report" will contain a brief history of the candidate, our evaluation and recommendation, as well as the individual's current or expected compensation.
- Based on this report you will select the finalists with whom you wish to visit.
- The client then interviews the candidate/s and makes his/her final selection. In addition to the client interview, candidates will usually visit with two or three other key executives.
- Typically, J E Oller will present the offer to the candidate. This enables both sides to remain unaffected by the negotiating process and allows candidates and clients to candidly express concerns and expectations, thus assuring a successful outcome.