

# Direct Hire



For organizations of all sizes, partnering with a direct hire firm provides an array of benefits such as cost savings, high successful candidate selection rates and low employee turnover. At CDI IT Solutions, our dedicated team of seasoned recruiting professionals is exclusively focused on the IT sector and has over 110 years of collective recruiting experience.

CDI's team of recruiters go beyond the typical search of job boards and resumes, they leverage the processes of top tier search firms, targeting both active and passive candidates. CDI uses a unique Resume Tracking System with a database of over one million IT professionals across the country. Our recruiters also utilize social media outlets, networking, blogs, referrals and more to find the best possible candidate the first time around.

Our proven Candidate Selection Process (see graphic below) includes utilizing our Barometer Candidate Methodology, where we efficiently validate the candidate talent pool and fine tune the job order, resulting in a significant improvement of the final candidate quality and improved receive-to-fill timing of 75%. CDI successfully monitors all aspects of the direct hire process with regular check points and reporting progress of the search to guarantee 100% dedication to finding the perfect candidate.

When choosing CDI to hire best-in-class IT professionals, clients receive a true business partner that cares not only about finding the right candidate, but delivering the perfect employee for your company.

### Why CDI?

- Overall cost savings
- Extensive industry expertise
- Flexible recruiting process
- Improved placement and retention success due to our extensive pre-qualification process
- **Quality results delivered – every time**

### Candidate Selection Process

Planning	Sourcing	Validation	QA Program	Presentation
<ul style="list-style-type: none"> <li>• Receive Client Requirements</li> <li>• Help design job description if requested</li> <li>• Job description finalized and client expectations are set</li> </ul>	<ul style="list-style-type: none"> <li>• CDI internal kick-off call</li> <li>• Identify "The Barometer Candidate(s)"</li> <li>• Candidate screening and initial interviews</li> </ul>	<ul style="list-style-type: none"> <li>• CDI/client kick-off call</li> <li>• Submit "The Barometer Candidate(s)"</li> <li>• Validate and adjust job description as necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Final internal interviews and pre-close candidates</li> <li>• Test Tech skills if requested</li> <li>• Rank top 2-3 prioritized candidates</li> </ul>	<ul style="list-style-type: none"> <li>• Present 2-3 final candidates</li> <li>• Schedule client interviews</li> <li>• Reference check if requested</li> <li>• Background check if requested</li> <li>• Candidate Selection</li> </ul>
24-48 Hours		3-4 Days	5-7 Days	

To learn more visit: [www.cdi-its.com](http://www.cdi-its.com)

CDI IT Solutions is a division of CDI (NYSE: CDI), a leading provider of engineering and information technology outsourcing solutions and professional staffing.