

# Talent Acquisition Model

**Worldgate practices within our proven acquisition methodology which has led to efficient and rapid placement of IT and Business professionals in various organizations. As a small, woman owned firm, Worldgate promotes diversity and is an equal opportunity employer.**

Included within acquisition, Worldgate's retention strategy provides long-term value to an organization as Worldgate is committed to enhancing our resource base through the continual development and retention of employees. When first met with a placement opportunity, Worldgate begins working within our 3-stage recruitment strategy model featured below:

## 1 IDENTIFY

- Requirement Analysis
- Internal Sourcing Methodology

Worldgate embraces each opportunity and the identification process is primary when recruiting effectively. We take the initiative to meet and learn about the specific/desired skills, requirements and scope of work for each position. During an initial meeting or visit, Worldgate not only identifies the position parameters but will take the opportunity to experience the work environment, corporate culture, and other intangibles to ensure a successful result for all.

Identifying the position parameters and corporate culture allows us to leverage a particular sourcing pillar for candidate discovery and search. Worldgate's Pillars of sourcing include our proprietary database containing passive and active candidates, recruiter's usage of Internet sourcing subscriptions, utilization of various associations and forums, and a comprehensive advertising campaign.

## 2 EVALUATE

- Screen Candidates
- Conduct
- Qualify Experience

Worldgate recruiters evaluate candidates in a tiered approach depending on the opportunity requirements. Typically the first tier includes an initial phone screen to respondent candidates with submitted resumes. This phone screen process includes questions about the capacity to perform the scope of work, relevant skill sets, job history, and reasons for exploring a new opportunity among other pertinent information related to the position.

Tier two typically requires an in-person interview giving us the ability to assess the intangibles and to ensure each candidate is a correct match with the opportunity and environment. As needed, a professional skills assessment and background test will be completed and evaluated.

## 3 PROPOSE

- Submit Resume
- Hire

After our candidate evaluation is completed, Worldgate will propose a candidate profile and resume for review in a timely manner. If accepted, Worldgate will coordinate introductions and logistics to accelerate the hiring process.

The ultimate goal of Worldgate's implemented recruitment strategy is to acquire the right candidate to match the specific opportunity. Our strategy is easily repeatable and can be customized to fit the requirements and scope of the opportunity.