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For more than 30 years our Company has played an integral role in the success of both growing businesses and outstanding professional people. Through careful, long-term planning, we have developed a sophisticated and highly specialized level of recruitment. Our industry specialists deliver a standard of superior service unattainable by ordinary personnel consultants.

The commitment to excellence makes DWS Executive Search & Recruiting one of the nation's leading sources of high-caliber management talent.

[>New Opportunities](#)

Thank you for visiting.

David Salzberg, CPC

President/CEO

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Attracting Candidates

- The quality of your candidate pool depends upon where you are looking, how, and when.
- Know the market place. Speak their language.
- Explain your requirements clearly and comprehensively.
- Be general to attract responses appropriate to your needs.
- Establish a policy of seeking top talent regardless of the immediate openings.

Client Resources

DWS closely monitors the following fields & industries in the US for trendsetters who are making a difference for the companies they serve.

Only those candidates possessing the right combination of experience, personality, and style – along with a genuine interest in your company's objectives - are presented to you.

- Areas of Specialization
 - Sales & Marketing
 - Manufacturing & Distribution
 - Estate Management
 - Hospitality
 - Supermarket, Retail & Wholesale
 - Other Major Industries
 - Outplacement Services

The Selection Process

- The selection process is the comparison of one candidate's qualifications for the job against another.
- Screen candidates and screen them quickly.
- Select the best person for the position.
- Be timely: if process continues for too long, the best candidates will be lost to your competitors.
- Look at education and work history.

The Selection Process

- The track record is important as are skills, ambition and commitment.
- Measure personality vs. people with whom he/she would be working ~ look for balance.
- Consider before you start to interview:
 - Duties and responsibilities of the job
 - Mix of management talent already in place
 - Role of the new person in your company
 - What problem are you seeking to solve with the new hire?

Hiring: Closing The Sale

- You have to “land” him or her.
- You have to make an offer & make it stick.
- Get your chosen candidate in place before another company does.
- Make your decision quickly.

Hiring: Closing The Sale

- Treat the candidate in a thoroughly professional manner.
- Above all, make a fair and competitive offer.
- Block competitive offers.

Millionair Club names new chief

- Seattle's Millionair Club Charity, an organization that assists the homeless in gaining independence, announced James Miller as their new Executive Director.
- Miller comes to the organization with 27 years of nonprofit experience. He spent the past 21 years at the YMCA, 10 in senior leadership roles.
- Miller holds a bachelor's degree from Oregon State University and a Master of Science in Organization Management and Leadership from Springfield College.

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