

## When Recruiting Top Talent, Keep the Process Moving

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There is a saying in the recruiting profession that, “Time Kills All Deals”. There are many ways that the recruiting effort of a top candidate can not materialize, but one that is very preventable and occurs all too often is when the process takes too long.

For Contingent Searches, the typical process is an initial phone screen by an HR professional to discern the right background; “fit” relative to the company’s culture; and overall viability as a candidate. After the candidate passes an acceptable phone screen with HR a phone interview, likely with the hiring manager, is scheduled and conducted. The phone interview is typically followed by an onsite interview with the hiring manager and select team members relative to the position. Finally, the candidate is notified that they are the selected candidate or that they are not going to make the cut. This entire process should span approximately 3 to 4 weeks depending on availability/proximity of the candidate and interview team members.

For Retained Searches the process is more involved and complex than Contingent Searches with the addition of a more in depth review and investigation into the employees background but should span approximately 10 to 16 weeks depending on the position and the level within the company.

Typically, the fact that a company is looking to hire means their team is shorthanded and covering additional responsibilities. Quite often the tendency is to shift the interview stages right due to other pressing needs within the company. This should be avoided if at all possible due to the fact that high quality candidates are not in the que for long and could be picked up by another swifter moving company during the process. Additionally, the longer the recruitment process takes, the candidates will become frustrated and start to question whether or not this is a place they would like to work.

For additional information, visit our practice area pages:

- [Aerospace & Defense Practice Area Page](#)
- [Engineering Practice Area Page](#)

For information on our employee engagement and assessment firm, Scarlett Surveys, visit our [WEBSITE](#).

## Current Highlighted Searches



- Director of Engineering– GA
- Site Leader – NY, CA
- Controls Engineers– SC
- Quality Manager – GA
- Quality Engineer– GA
- Manufacturing Engineers – GA, IN
- Production Supervisors – GA
- Account Manager– WA
- Sales Engineer– GA, CA, UT
- Account Manager– WA
- Product App’s Engineering– MI
- Division Engineering Manager – CA
- Plant Manager – MI
- Site Quality Leader – GA, CA, UT
- Value Stream Manager – UT
- Division Ops Director - TX
- EHS Manager– NY



## Leadership: Dan O’Connor



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Dan is an Aerospace professional with over 30 years of experience in Engineering Management, Operations Management, Program Management and Customer Interface. He has supported both large and small companies that include Boeing, General Dynamics, Lockheed and D3 Technologies/LMI Aerospace.

Dan’s strong technical background and leadership capabilities were recognized by D3 Technologies when they acted on his proposal in 2005 to build, staff and manage the Southeast Division in Greenville, SC. During his tenure there as Director of Engineering, he procured and/or managed the support of new aircraft development programs with Lockheed, Boeing commercial platforms, Airbus, Honda Jet, Spirit Aerospace, Triumph and many more.

During this time, Dan has also supported the Upstate Aviation Cluster in efforts to stimulate growth and coordination of aviation companies in South Carolina and is an active member of the South Carolina Aerospace Advisory Board. Dan’s role is Managing Director - Engineering, with a focus on Aerospace and Defense.

