

## Candidate Representation

The McCormick Group provides representation to select candidates who are interested in multiple opportunities in the marketplace. Our candidate representation process, which is conducted in strict confidentiality, utilizes much of the same comprehensive methodology we use when conducting searches for our employer clients. In all instances, The McCormick Group's fees are paid directly by the employer.

- We assist in the preparation of a resume and additional materials, including business plans.
- We develop an organized job search strategy, one which taps into The McCormick Group's in-depth market knowledge.
- We interview references to elicit information to be used proactively in the job search.
- We present a candidate's credentials, on a discreet basis, to selected employers.
- We schedule interviews so that all options can be considered as part of an integrated strategy.
- We prepare the candidate in advance of all interviews and review the particulars of the employer, the opportunity, and interview strategy.
- We gather post-interview feedback so potential hurdles can be addressed in a timely and appropriate manner.
- We negotiate all employment terms, including compensation, benefits, and those items of particular interest to the candidate.
- We help the candidate establish a job exit strategy, including preparation of resignation letters.
- We follow up throughout the transition process to ensure complete integration into the organization.

Please send questions regarding candidate representation to [candidates@tmg-dc.com](mailto:candidates@tmg-dc.com). To confidentially explore representation, please contact *Paul Rothenburg* at [proth@tmg-dc.com](mailto:proth@tmg-dc.com) or 703.841.1700 x249.