shaping the world of work

5 tips for hiring managers and candidates

Randstad Overview
our presenters

Tanya Tesseyman
Central Region Director, MSP Sales &
Solution Design
Randstad Sourceright

• 6 years with Randstad serving national customers in all industries
• Most recent experience designing Healthcare Workforce Solutions
• Prior experience in operations and account management
• ACU grad, BBA in Marketing
• Resides in downtown Dallas, recent empty nester with husband of 30 years

Bill Glatch
Client Service Partner
Tatum, a Randstad Company

• 11 years with Tatum serving 100’s of clients with project, interim and permanent roles
• Prior experience in internal audit and financial leadership
• Baylor University, BBA in Accounting
• Lives in Frisco, Texas with his wife of 23 years and three children
core service offerings

- Randstad Engineering
  - Engineering
  - Research & Development
  - Quality

- Tatum (a Randstad company)
  - Interim executives
  - Executive Search
  - Strategic, financial and technology solutions

- Randstad Healthcare
  - Physicians
  - Nurses
  - Allied Health
  - Advanced Practice Providers
  - Surgical Technologists
  - Case Management

- Randstad Professionals
  - Finance & Accounting
  - Human Resources
  - Legal
  - Sales & Marketing

- Randstad Sourceright
  - Recruitment Process Outsourcing (RPO)
  - Managed Service Provider (MSP)
  - Integrated Talent Solutions

- Randstad Life Sciences
  - Clinical trial
  - Research & Development
  - Regulatory, Quality & Compliance
  - Medical Writing

- Randstad Technologies
  - Information Technology
  - IT solutions
who is Randstad?

Randstad is one of the largest providers of global HR solutions with annual revenues in excess of $24.5 billion

Randstad employs approximately 28,000 full time staff, as well as 567,700 non-employee workers

Current client portfolio of over $8.7 billion in managed spend worldwide

Global headcount of more than 135,700 contingent workers under management

Over 550 managed programs globally

4,500+ global supplier partnerships

Industry Recognition

Randstad Sourceright named #1 global RPO provider by HRO Today
Global Star Performer: RPO PEAK Matrix by Everest Group
#1 MSP provider by SIA for spend outside the United States
Top performing MSP provider as rated by staffing firms (SIA)

Global Hub of Innovation and Expertise

Recruiting Strategies
Employer Branding
Talent Analytics
Technology

The Human Intelligence Advantage

Randstad Sourceright helps companies discover and develop their Human Intelligence Advantage. We quantify the impact of your talent strategies and develop solutions to maximize future success.
evolution of MSP from headcount tracking to strategic placement

Service Lines
- Strategic Sourcing
- Service Delegation

Client service request → Talent Advisor

Service Lines:
- Temporary or Temp-to-hire
- Payroll/IC compliance
- SOW
- Direct hire

Strategic Sourcing:
- virtual
- offshore
- onsite

Suppliers:
- Diverse
- Prime
- Niche
- Sub

Talent Advisor → Service Delivery

Client
20 years ago, our brand became synonymous with exceptional interim CFO services. This heritage provided an exceptional platform from which we have expanded.

Our Services Encompass:

- Executive Leadership & Search
- Risk, Controls & Governance
- Business Transformation & Transactions
- Performance Improvement & Technology

*A solutions foundry* borne from C-level competencies, talent and intellectual capital
about Tatum – Texas regional presence

- Serving the Texas, Louisiana, Oklahoma and Arkansas markets from our Dallas/Fort Worth and Houston offices
- Nearly 100 client-facing professionals with industry expertise, that includes oil and gas, oil field services, healthcare, technology, retail, manufacturing and distribution
- Over 1,000 clients served from the Texas markets

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**our clients**

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<tr>
<th>CEC Entertainment</th>
<th>Softlayer Technologies</th>
<th>Samson Resources</th>
<th>Cardinal Health</th>
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<td>Jamba Juice</td>
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- Ryan Co.
  - KidKraft
  - SRS Acquisition
  - Yeti Coolers
  - Animal Supply
  - Choctaw Nation
  - Brinks
  - A.H. Belo
  - Eagle Golf

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- Highland Capital
  - Insight Equity
  - Lone Star Inv. Adv.
  - Stephens Inc.
  - CIC Partners
  - Halifax
  - Blackstone
  - Allegiance Capital
  - Houlihan Lokey
what successful hiring managers and candidates already know

the interview begins long before the interview.

- Self awareness: what are you looking for
- Market awareness: research/networking
- Preparation: interview questions, resume
- Outlook/attitude: clear vision + open mind
hiring managers
hiring manager tip #1

keep an open mind.

- Talent type (flex or perm)
- Cost
- What will this role look like next year?
hiring manager tip #2

#2 think outside of your industry.

• Many qualified candidates outside of healthcare want in.
• Many inside healthcare want out.
• A fresh perspective is valuable.
you own your employer brand.

- Employer brand ≠ corporate brand.
- You are interviewing them; but they are interviewing you, too.
- Make the impression; sell your company.
hiring manager tip #4

#4 don’t wait for HR to fill in the blanks.

• Understand best practices (interviewing, etc.).
• Understand the candidate (research, get online and have a look).
• Understand what you are looking for (role, skills, culture fit).
#5 understand the candidate journey.

- Search
- Review/compare
- Research (word of mouth/Glassdoor)

- Your career site
- Social media
- Apply
- Interview
candidates
candidate tip #1

prepare for your next job now.

• Don’t neglect your network; build it and support it.
• Be active; organizations and community. Do job interviews.
• Know what people do, who they work for and tell them what you do.
candidate tip #2

define your next role; target your search.

- Don’t blast a generic resume to everyone.
- Be specific to your targets.
- Define your vision, but stay open-minded.
candidate tip #3

be flexible; keep an open mind.

- Consider that contractor position or flex-role.
- Consider a different industry or start-up.
candidate tip #4

exploit your network.

- Ask for help! Tell people you’re not working. Tell them you’re looking.
- Consider this: in many areas of business, the majority of vacancies never get posted.
- Be there before the posting.
maximize your opportunity.

• Warm up your target and know your competition.
• Tailor your fit to the opportunity; resume, references, past success.
• Know next steps and timing and hold accountable.
• Ask for the job!