



ALIGNING TALENT

**to grow businesses
and change lives.**



"It's more than filling a position. It's about building relationships."



OUR CORE VALUES

Aligning talent to grow businesses and change lives.

- We are purpose driven to change people's lives.
- We are authentic, straight shooters who are unafraid of the truth.
- We are approachable and genuine with a great sense of fun.
- We get it. Our business and our customers.
- We get it right.

OUR PROCESS

When our firm was founded in 1971, text messaging, emails and LinkedIn weren't available to recruiters. So we did it the only way we knew how – developed relationships.

Today, with the Lee Group Search team, we maximize the tools to connect people to companies and candidates to positions – like LinkedIn and emails. But the foundation of how we operate remains the same. Our process remains the same.

Why? Because aligning talent to grow businesses and change lives doesn't just happen. It's a process.

STEP 1: Initial Client Consultation

It's a little bit like a first date. You've heard about us. We've heard about you. Maybe we've both even done a little research online to see what each other is all about. But now we need to talk. Maybe it's over the phone. Maybe it's a video conference. Maybe it's in real life. Either way, a voice-to-voice conversation and consultation is step number one. It's here and during this time we learn about you, your organization and the importance of the position(s) you need to fill. It's now that we ask as much about the job specifics as we do about the culture of your organization. And it's during this time that we outline our full process. We're partnering on this recruitment journey every step of the way.

STEP 2: Candidate Identification

Leave no stone unturned. While that might be a cliché for some, it's true for us. When it comes time to source the right candidates for a position, we certainly do what other recruiting firms do – we tap into a network we know. But we also go out and find people. We look under every rock, open every door. Sometimes it's digital sourcing. Sometimes it's phone calls. Sometimes it's tapping people on the shoulder and having a conversation about a new position they may have never known they even wanted. And sometimes it's thinking and looking in the very places others might not think of.

STEP 3: Candidate Qualification

With a batch of potential candidates – those who are qualified for your position on paper – we start the qualification process. People can be qualified on paper, but they might not be qualified for you. It's during this qualification period that we dig deeper and look beyond the skillsets people have and into what their motivation to work might be. Do their salary requirements and goals for job growth fit with the needs of your organization? Will they fit in with the culture of your organization? These things matter just as much as experience and education.

STEP 4: Candidate Submission

Having narrowed down hundreds of candidates to a select few, during the candidate submission stage we will present you with a detailed summary of potential candidates for your opening.

STEP 5: Interviews

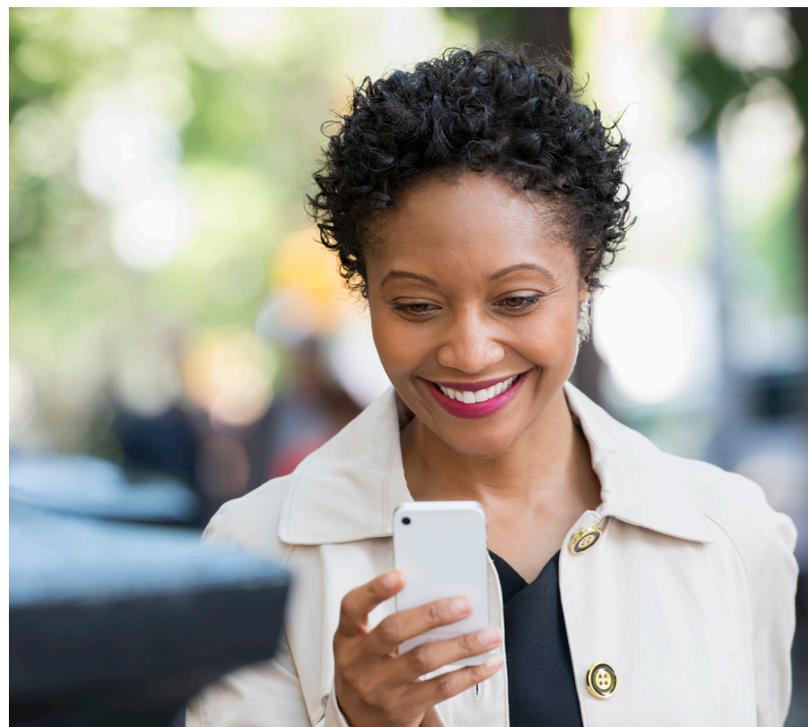
See someone you like in the candidate summary? Now it's time to interview. We'll coordinate the interviews, facilitate post-interview discussions with the candidates and the organization, and remain in constant communication through it all. Think of us like a mediator.

STEP 6: Candidate Hire

Once you make your pick, we help make the hiring process as seamless and easy as possible. What does that mean? It's a lot of things...like understanding what the candidate needs and what the company wants and finding a way to meet in a sweet spot. It's discussing the company's offer in detail with the candidate and ensuring they know the full package of what they will receive. It's counseling the candidate on how to navigate the career change they're embarking on...and helping them through the transition. And perhaps most importantly, it's ensuring all players in the game stay engaged, excited and ready to execute on a new relationship.

STEP 7: Continued Connection

We're committed to getting it right. And that's why once the start day comes and goes we're still here.



OUR WORK

We like to say that our work speaks for itself. But we love it when our clients speak for us, too. Here are a few words of praise we've received from the companies and hiring managers we've worked with over the years.

"Working with Lee Group Search compared to other hiring agencies has been a breath of fresh air. The experience of them bringing you qualified candidate's vs just playing the numbers game speaks volumes. I will take quality over quantity any day."

"I send you after the unicorn and you exhaust efforts to find it no matter what it takes. We refine the search together and if it's not out there, you push back and share where you've exhausted out efforts and help us understand what areas we may need to sacrifice to find the right person."

"If you are looking for top notch talent, and someone who can source from a wide, diverse background, there is no need to look any further than Lee Group Search."

"We have had some very difficult, industry specific hybrid roles to fill. Thanks to the Lee Group Search team, the impossible was achieved!"

"Lee Group Search has provided high quality candidates (and) conducted thorough research on the skills and competencies I needed, appropriately vetted candidates, and referred only top-level candidates."

"It was the oddest recruiter conversation I had ever had and completely unlike any others – I actually wrote down that it was 24 minutes into the conversation and you had yet to mention the company. You took the time to get to know me and understand what I was looking for. I really felt like you cared the whole way through."





LEE GROUP SEARCH IS MORE THAN JUST A HEADHUNTING AND RECRUITING FIRM.

*It's about connecting with clients and candidates, providing consultation
and counseling and making a match that's set up for the long term.*



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We believe... that diverse organizations are strong organizations.

*We believe... that no one should face discrimination based on race,
sexual orientation, religion, age, gender or disability status.*

We believe... in a commitment to inclusion and diversity.