



Recruiting Services

Customized packages to recruit, hire, and onboard top talent

From the time Montani “opened for business,” our recruiting services have been in high demand – and it’s no surprise why: We love recruiting top talent, and our track record speaks for itself. As a team, we’ve completed more than 10,000 interviews and filled hundreds of positions all across organizational levels and industries. While you may see the interview and hiring process as a big hurdle, we see it as an exciting and fulfilling challenge that never gets old.

Through our proven process, Montani will legally and efficiently recruit, hire, and onboard the talent you seek. So whether you’re looking to bring on one key player or dozens of new hires, we have a package to fit your needs.

Montani’s Base Recruiting Packages include:

- Creating or improving job descriptions, job advertisements, and offer letters
- Custom salary reports outlining competitive compensation information
- Guidance and/or execution of Indeed and Glassdoor career page improvements
- Posting job advertisements through Montani’s Applicant Tracking System to all major job boards, as well as to industry- or role-specific job boards
- Conducting the initial application review for all inbound applicants, as well as the screening, scheduling, and execution of the first-round interviews
- A review of the legal do’s and don’ts of interviewing, plus Montani-proven interview questions for client-led interviews of final candidates

Add-on Recruiting Services include (but are not limited to):

- Outbound recruiting – sourcing candidates through resume databases, LinkedIn InMail, and more
- Email marketing campaign to previous recruits, hires, clients, vendors, and others
- Second-round interviewing
- Background checks

Customization doesn’t stop with the services we offer! Clients can select one of three different fee structures for our recruiting packages: set-price fee, percent-of-salary fee, or contingency-based fee.

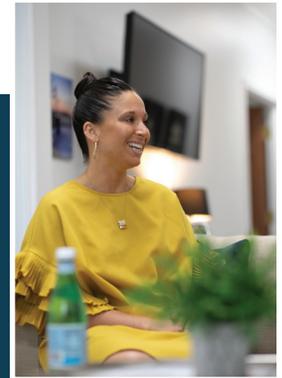


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**SCHEDULE YOUR FREE 30-MINUTE
RECRUITING STRATEGY SESSION TODAY.**

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“ I hired Montani Consulting to fill the vacancy of the most important leadership role in my busy and growing company. I knew that I did not have the availability in my schedule to recruit this time around, so I was ready to be blown away with this crucial hire. The weekly reports kept communication transparent and consistent. The streamlined process, organization, and professionalism that Montani encompassed was the reason why I had incredible talent delivered to my doorstep in 2 weeks AND was able to onboard my new office manager in just 1 month! Montani handled the recruitment and early interview process so that my time was effectively spent on the top talent. I believe this hire was the best for my team and I have full trust in Montani, their process and their procurement of talent! ”

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Danielle Saintard Valiente
Port City Design Group



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