

## **Questions to Ask Before Selecting an Executive Recruitment Partner**

What is the history and geographic footprint of the search firm?

What percentage of the firm's business is related to executive search in my industry?

What professional fees and expenses do you charge?

What is your guarantee for placed candidates?

What is your overall client satisfaction scores from surveys of past clients?

How do you determine the range of compensation/benefits needed to find qualified candidates for the position?

How do you perform the organizational assessment?

How do you treat internal candidates in this process?

Will all candidates receive face-to-face interviews by the search executive before interviewing with the search committee?

What does your firm do to assure a diverse group of candidates?

Do you use behavioral or psychological testing?

What are your organizational differentiators?

What specific tactics do you employ to ensure candidate retention and satisfaction?

What role do you recommend that physician and administrative staff leadership play in the search process?

How do you handle the contract negotiation phase with the candidate of choice?

What is your off-limits policy?