

Talent Conscious is your partner in recruitment. Our mission is to help small to mid-sized companies create effective, transparent, and scalable recruitment strategies to attract, hire, and retain your top talent. We are unique because we customize the talent acquisition strategy to your mission and values.

We can assist in solving your problems in the following areas:

## Retained Search

- Plan Clearly Defined Job Strategy
- Employment Value Proposition
- Job Descriptions That Attract Top Talent
- Recruitment Execution of Interviews & Hiring

## Applicant Tracking Systems

- Streamlining Your Recruitment Process
- What's the Best ATS for Your Company?
- Selection and Implementation of ATS
- Behavioral Based Interview Training

## Talent Sourcing Strategies

- Social Media Branding Campaigns
- Building a LinkedIn Brand Presence and Pipeline
- Training on Boolean Searches
- Finding Talent in New Ways

## On-Boarding Success

- Creating an On-Boarding Plan
- Building Connection Before Start Date
- 30, 60, 90 Day Survey
- The Buddy System

## Employee Retention Strategies

- Recognition Programs
- Succession Planning
- Career Planning
- Building a Village

## Mindfulness at Work

- Living Your Values at Work
- Increase Creativity
- Increase Productivity
- Increase Employee Engagement