



SRCH.SMPL

A winning search process

01

Timeline
&
Budget

Strategy & Sources

02

Brand Awareness & PR

Strategy

Determine Key Factors for Success - approved by client

Industry: High Tech - ICT

Skillset: mine existing network

Experience: xx-xx yrs relevant experience

Culture: experience navigating xxx environment &/or ability to adapt & thrive

Attributes: Judgment, Reputation & Professional Maturity

Sources

- Ex Government Agency officials and bureaucrats
- SOEs, National Flagship companies and Industry leaders
- Trade bodies & Associations
 - Highly regulated & sensitive industries
 - Consulting & Management consulting firms
 - Academia & Think tanks
 - Professional services firms: Law, Tax advisory and Audit, firms

03

Outreach & Engagement

04

Vet & Assess

What does good look like / Identify benchmark profiles?

1 - Due diligence

2 - Competitor intelligence

05

Closing & On-boarding

Tactics

Local language/s as shortcut to identify potential talent pools

Define location and whether the role can be performed remotely

Activate global, regional and national networks among alumni networks; chambers of commerce; gvt. Scholars and researchers (abroad and at home); NGOs & ThinkTanks; plus youth media channels

Tools

- <https://www.khoslaventures.com/the-art-science-and-labor-of-recruiting-interviewing>
- <http://srchsmpl.com/documents/Search-Strategy-2017-.pdf>
- [Linkedin.com](https://www.linkedin.com)
- rescuetime.com
- [Duolingo](https://www.duolingo.com)
- [Transferwise.com](https://www.transferwise.com)
- www.whereby.com
- [Zoom.us](https://zoom.us)
- [Skype](https://www.skype.com)
- [Google GSuite](https://www.google.com/gmail/about)
- [google.com/drive](https://drive.google.com)
- [Google Translate](https://www.google.com/translate)
- <https://acrobat.adobe.com/us/en/mobile/scanner-app.html>
- <https://www.timeanddate.com/worldclock/meeting.html>
- [xe.com](https://www.xe.com)
- <https://unroll.me>
- [https://x.ai](https://www.x.ai)
- <https://www.sophos.com/products/mobile-control/intercept-x.aspx>
- <https://www.google.com/alerts>
- <https://www.crunchbase.com/>
- <https://duckduckgo.com>
- [Archive.org](https://archive.org)
- <https://www.visualcapitalist.com>
- <https://www.futurelearn.com>
- <https://opencorporates.com/>
- <https://www.easypdfcloud.com/>

