



Recruiting Process

Connecting Food & Beverage Leaders with Employers for 40 Years

Specification

Your Kinsa Account Manager provides a complimentary consultation on target compensation, search criteria, marketplace climate, and recruiting timeline. We'll introduce you to a dedicated Recruiter who creates a promotional summary to effectively market your opportunity.

Deliverables:

- ✓ Fee agreement & sample job description.
- ✓ Salary guide for market insights.

1

Identification

Your dedicated Recruiter formulates a robust recruiting plan, identifying a pool of prospective candidates either locally or nationwide, depending on your specifications and requirements.

Strategic Planning

2

Recruiting

Your Recruiter leverages Kinsa's extensive database of 50,000+ food and beverage professionals, actively sourcing through cold calling target companies, professional referrals, social networks, and industry websites.

50,000 + Professionals

3

Assessment

Your Recruiter thoroughly evaluates candidates' specialty skills, prior results, and overall predictors of success. We share detailed assessments along with resumes for the most qualified individuals.

Deliverables:

- ✓ **Contingency:** Candidate resume with assessment notes.
- ✓ **Priority & Retained:** Same as above, plus guaranteed minimum of 3 qualified candidates.

4



5

Evaluation

Your Recruiter arranges and coordinates interviews, prepares your interview team, promptly conveys feedback, and consults with you regarding next steps to secure top talent.

Deliverables:

- ✓ **Contingency & Priority:** Assistance with candidate ranking.
- ✓ **Retained:** Same as above, plus Kinsa conducts video interviews and Caliper behavior profile.

6

Employment Agreement

Your Recruiter works with you to design a competitive offer including compensation, relocation assistance if applicable, transition planning, and start date. We extend the offer, mediate negotiations, secure acceptance, and coach through resignation.

Deliverables:

- ✓ **Contingency & Priority:** Reference checks and sample offers.
- ✓ **Retained:** Same as above, plus comprehensive 3rd party background checks.

Average Timeline: 60 Days

From launch to accepted offer. We've also facilitated hires in as little as 2 weeks!

Choose from Contingency, Priority, or Retained search packages — each customized to meet your specific hiring needs.

Nourishing connections that feed the world