

Services - Active Search - The GESS Advantage

How do you find the best talent in Asia-Pacific

The answer is Active Search, the effective, pro-active search techniques to find the people you need.

Your Active Search

Despite our extensive database of potential recruits, at GESS International our database never defines the limits of our search. Our database is a starting point, just one resource among the many recruiting tools we will use during your Active Search.

Once we've identified possible candidates, we will:

- Target the best candidates, who are usually not seeking a new position or registered with any recruitment agency;
- Cold call and convince potential candidates to meet face-to-face for an informal conversation about your opportunity;
- Act as your company's advocate throughout the negotiating process in order to encourage candidates to consider your opportunity;
- Overcome the most common objections raised by prospective candidates;
- Educate prospective candidates about your company;

- Assist you in drafting an offer which will recruit the candidate you want; and
- Honestly evaluate feedback from prospective candidates to help you determine whether to continue negotiations.
- Screen the background and references of potential candidates to determine the best fit for your company as we move to potential offer;

Throughout your Active Search, your requisition will be handled by our primary and secondary account managers, giving you constant contact and recruiting depth.

We will always honestly communicate candidate interest levels to you --protecting you against wasting time and resources on pursuing non-recruitable candidates.

We will also advise you on your company's reputation within the marketplace and reaction from potential candidates.

A GESS International Active Search is your best guarantee that your company will acquire the people you need. To build your success on GESS, [click here](#) to contact us about your recruiting requirements.

For more on our specific services, click on any or all of the following links:

[Executive Search](#)
[Technical Project Outsourcing](#)
[Human Resource Development](#)