

# Talent Sharing

The Roadmap To Finding Your IT Expert





Talent Sharing is Ceremity's way to fulfill clients' temporary IT needs. Our temporary consultants are IT experts that have been thoroughly tested by our technology experts, participated in projects for companies ranging from Fortune 100 to startups, and offer you the best achievable value within your budget. Wondering how Talent Sharing stacks up to traditional talent sourcing approaches? Make the comparison for yourself...

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Hello I am  
**Sam, HR**



## 1 HR vs. Talent Sharing

A project ramp up has caused Sam, from HR, to be tasked with finding an addition to the firm's IT team.

Sam is given a list of qualities to look for in a new candidate. After writing out the perfect job description she confidently posts to several job boards and waits for resumes to flow in.

After weeks of sifting through hundreds of resumes, Sam finally finds the 2% that appear qualified for the role. Next, Sam schedules multiple interviews to further shrink the pool. Eventually, a candidate named Bill is hired.

Bill proved his excellence and great fit by performing well on the project. His team loves him and he becomes a vital part of the project he was onboarded for. However, as the project ramped down and there are no new company initiatives, Bill becomes a financial liability and was let go of.

Bill was the correct hire but hired incorrectly. By bringing him on full time the company cost itself a pretty penny in onboarding, benefits, and layoff costs that could have been saved if he was hired as a temporary hire.

### CEREMITY:

Massive projects that ramp up quickly require numerous additions to your team that later become redundant when business returns to its usual pace. By using our temporary consultants, your company will save on onboarding and layoff costs by hiring the experts you need, only for as long as you need them.

Hello I am  
**Nick, Recruiter**



## 2 Recruitment Agencies vs. Talent Sharing

Nick was contracted by a new client in need of an expert IT resource for a complex project.

The client's IT department sends Nick a list of criteria for the potential candidate to meet. Nick searches his database for candidates solely by keyword matching, rather than by assessing previous project experience and skill level.

Nick only earns his commission if the candidate is hired; therefore he is incentivized to figure out his client's likes and hiring process as his relationship with them grows.

After consulting with previous candidates, Nick learns what his clients test his candidates on and is able to better prepare his future candidates for their interview process. Companies often do not change their testing procedures, hence giving the candidates of their recruitment agencies an unfair advantage that may not transition into a better hire. Nick then sends several pre-prepped candidates to his client. The client then must execute the entire interview and qualification process on its own.

### CEREMITY:

Ceremity will find, test, and culture test our candidates to narrow down our pool of experts. Only once we've found the perfect fit do we introduce the talent to you. We perform the entire process from start to finish on your behalf; we don't waste your time within the hiring process.

Hello I am  
**Beth, Freelancer**



### 3 Freelancer vs Talent Sharing

Beth is hired as a cost-efficient addition due to a client's temporary project ramp up. Sam from the client's HR department found Beth through a freelancer website comparing different individuals' titles, ranks, and skill levels. Lacking in a technical background, Sam relies solely on a list of keywords given to her by the IT department; overlooking numerous candidates with similar backgrounds and aptitudes to those necessary for her firm's project that were not listed. Aptitudes a technical expert would have known to look for.

#### **After months of working with Beth, the client realizes:**

1. Working on multiple projects means Beth isn't fully dedicated to one company and isn't always available at crucial times, causing time delays.
2. Sam did not realize that Beth requires regular supervision and that an allotment of the project manager's time will be spent directing her. This hidden cost was not previously factored into her hiring cost.
3. Beth lacks experience in key capabilities necessary for the job, which a technical expert would have known to look for, but Sam was unaware to interview for considering most HR personnel do not have a technical background.

#### **CEREMITY:**

Our experts are fully dedicated to your company and its initiatives. Every expert is tested for skill aptitude and fit level for each client, so you won't uncover any cost or timeline surprises with us.

Hello I am  
**Michael, Shared Talent**

## 4 Talent Sharing

Whether you're looking for a temporary consultant to cover a growing project, or the right team to kickstart a new initiative, Talent Sharing is your best option for locating the talent you need at the best value achievable.

### CONSULTANTS AT HEART

Understanding your business, your culture, and your needs is our business. That is why Ceremity provides our clients with a consultation before every project to gauge precisely the type of resources your initiative needs.

### THE BEST OF THE BEST

We don't just guarantee a hire, we pledge to "share" with you a suitable expert for your firm. Our tech. experts personally vet the candidates for skill level, relevant project experience, and culture fit for your organization. Our first class, rigorous testing methods ensure that you will receive a candidate with the topmost level of compatibility and skill.

### BLENDED TEAM PERKS

Our Blended Teams option means you have your choice of talent for every budget and timeline. Want a local tech wizard? Sure! We'll find

you the best fitting candidate in your city. Want an IT expert that produces outstanding results, on time, and at the fraction of the cost? Our experts in Europe would make a great fit for your team. Need a cost-efficient team? We can combine experts from both our American and European divisions to meet your needs.

### SAME STANDARDS AT FRACTION OF THE COST

Our European team's combined value leads to more bang for your buck. They are fluent in English, delivers outstanding results on time, and have been "shared" with giants like GE, Honda, and U.S. Bank.

### ALL ABOUT THE CLIENT

Unlike a full time hire, Talent sharing requires no onboarding, benefits, and layoff costs. With our month-to month model and long-term "sharing" incentives you'll be in full control of your project's scope and your team.



### FIND OUT MORE

24044 Cinco Village Center  
Boulevard  
Suite 100  
Houston, TX 77494-8433

Toll-Free: +1 866.418.3962  
Phone: +1 713.428.2060  
info@ceremity.com

[ceremity.com](http://ceremity.com)