

# ATTRACT TOP TALENT

Elevating Leadership Teams with Precision Talent Sourcing and Science-Backed Recruitment Solutions.

**HIRESMART**

## **TECHNOLOGY-ENABLED SOLUTIONS**

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A comprehensive approach to attract, assess, and hire the best talent to drive your business forward.

# DEFINING THE IDEAL CANDIDATE



## OUTCOME-DRIVEN STRATEGY

We design services aligned with your core values. By utilizing psychometric assessments of your current top performers, we build a blueprint of the "Ideal Candidate."

Plan your hiring strategy with the final outcome in mind, ensuring cultural and behavioral alignment from day one.

# MARKET EDGE & EMPLOYER BRAND



## EMPLOYER BRANDING

Enhance your organization's appeal. We showcase your company as an employer of choice, attracting talent that resonates with your mission and culture.



## MARKET INSIGHTS

Leverage trends, compensation benchmarks, and competitive landscapes in managerial hiring to ensure your offers are compelling and data-backed.

# INTELLIGENT CANDIDATE ENGAGEMENT

## ACTIVE & PASSIVE SOURCING

Our AI-enabled solutions scan for matches among active seekers and passive high-performers, organizing them anonymously for unbiased human review.

*"Managers can train the AI by rating profiles against expectations, continuously refining the talent signal."*

The dashboard, titled 'Jobly Admin', features a top navigation bar with the user 'John Doe' and the date '15th November 2025'. A central row of six cards displays key metrics: Profile Viewed (56), Latest Messages (356), Application Sent (556), App. Answered (36), Interviewed (159), and Hired (10). Below this is a 'Vacancy Statistics' bar chart showing monthly trends from Jan to Dec, with 'Application Sent' in blue and 'Shortlisted' in green. To the right, a 'Job Posted' section lists roles like Web Developer, Product Designer, HR Executive, Java Developer, Operations Executive, Creative Director, and UX Designer. At the bottom, four job cards are shown for 'Intern Developer', 'UI/UX Designer', 'Senior Designer', and 'Java Developer', each with a salary range and frequency. A sidebar on the left contains a menu with categories like 'Dashboard', 'Job Board Pages', 'Apps', 'Page', 'Forms & Tables', 'Charts', 'Authentication', and 'Miscellaneous'. In the bottom right corner, there are logos for HTML5, CSS3, jQuery, Bootstrap, and Sass.

# DIVERSITY & INCLUSION FOCUS

35%

## Higher Profitability

McKinsey research shows that companies in the top quartile for ethnic and cultural diversity outperform competitors by 35%. We implement strategies to attract a varied pool of perspectives.

# PSYCHOMETRIC TALENT ASSESSMENTS



## COGNITIVE ABILITY

Measure problem-solving speed and critical reasoning skills.



## EMOTIONAL EQ

Assess empathy, self-awareness, and resilience under pressure.



## BEHAVIORAL FIT

Ensure strong alignment with team dynamics and organizational values.

# THE HIRESMART ADVANTAGE

- ✓ **Innovative Technology:** AI transforms hiring from task-focused to relationship-focused.
- ✓ **Reduced Bias:** Objective data ensures every candidate is judged on merit and potential.
- ✓ **Inclusive Process:** Built-in D&I strategies are part of our core architecture.
- ✓ **Future-Proof:** Don't get left behind in the AI-accelerated talent market.

**"Shift from Gut-Feeling to  
Science-Backed Hiring."**

# AI ASSISTED TRANSFORMATION

Innovative technology doesn't replace humans; it empowers them. Our AI-assisted platform handles the data heavy-lifting, allowing your team to focus on **building meaningful relationships**.

Strengthen your overall strategy and ensure you find the best fit for your organization every time.



# TRANSFORM YOUR HIRING

Empower your organization with top talent that drives success. Partner with HireSmart for the future of talent acquisition.

Are

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**neil.clark@hiresmart.net**  
**480.205.7291**

# IMAGE SOURCES



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