

# *Search and Selection*

## *What difference do we make?*

- PwC Offices (İstanbul, Ankara, Bursa, İzmir), Employees and Alumni Network
- PwC Brand Awareness
- Sound knowledge and experience in executive search as well as all levels in Finance and Human Resources
- Effective Candidate Database and Relationship Management
- Trusted Experience, Open Communication
- Solution and Result Oriented Business Partnership Approach
- Accurate Market Know-how

## *How do we make that difference?*

- Determining candidate profiles according to knowledge, competency and experience
- Selecting competencies from the **PwC Competency Set**, if desired
- Searching candidates using the most effective channels, all concurrently
- Conducting initial interviews and producing detailed interview assessment reports setting out our recommendations for second interviews
- Defining salary data in accordance with the market and **PwC Salary Surveys**
- Measuring the required competencies by using **PwC Assessment Center Services**, if desired
- Conducting reference checks and managing the offer process, if desired



# Mass Recruitment

*What are the right solutions to attract, create and maintain the right talent pool?*

*We provide tailor-made solutions for mass recruitment needs for field and sales forces, store and branch personnel, operational staff, blue collar workers and management trainees.*

## **Planning and Preparation**

HR planning  
Clarifying the profile  
Defining the recruitment strategies

## **Candidate Pool**

Searching for candidates  
Prescreening  
Establishing the candidate pool

## **Selection Evaluation and Decision**

CV screening  
Interviews  
Tests / Exams  
Case studies / role plays  
Reference Checks  
Decision-making and job offer  
Feedback for the negative candidates  
Preparing and presenting detailed candidate reports to the clients

## **Placement and Orientation**

Job offer  
Personnel matters and documentation  
Orientation program

*We can support you for all of these processes and/or any single one of them that you require.*

## **Contact**

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