

Intelligent Recruiting

“...we help organizations achieve their objectives by providing expertise in recruiting hard to find IT talent within the local marketplace...”

About Us:

Bob Vissers is a professional recruiter who, for two decades, has located executive, management and technical staff for firms throughout Connecticut that wish to have prompt and efficient service. We augment your HR staffing department and have the capacity to accommodate any situation.

1. Do you need “complete” search and placement services?

For years we have brought consultants into organizations to help solve temporary needs for talent. Temporary programmers, call center personnel, operations technicians and engineering staff, many of our clients have benefited from this service.

2. Would you rather “try out” a new person rather than hire them outright?

Why be stuck with a new employee who isn't what they claim to be? Our program allows you to bring this person on as a consultant and we will reduce the conversion fee over the course of 3 to 6 months to zero if you decide you want to hire them. Isn't that just a smart way to hire?

3. Do you need “complete” search and placement services?

We provide traditional contingency search coordinated by Bob Vissers (professional search consultant since 1994 with his most significant experience in technology search). To be effective we don't just flip resumes to you like a teenage cook working at a fast food restaurant. Instead, we screen and review resumes in a detailed approach including conducting telephone interviews and making recommendations based upon criteria you define for us.

4. Would you prefer a “resume only” service?

We provide 'resume only' recruiting for our clients that wish to apply our expertise to sourcing resumes only. We provide this service on an hourly basis.

When failure cannot be an option to consider, call me at 860.663.3805 or email me at bvissers@careerfactorllc.com

Extensive Resources

Our Process:

We use a proprietary data warehouse driven Applicant Tracking Systems (CFPro) that helps us beat our competition to market by being able to find, contact and recruit the most qualified IT resources in the local marketplace quicker and with improved screening techniques. We utilize parsing techniques and 'hub and spoke' sourcing to optimize the IT placement process. Our customers have exacting standards, expect quick turnaround, and for the most part, don't use a lot of agencies. Ask us about our 'Intelligent' approach to recruiting.

