



Hub and Spoke Methodology

Sourcing Model

The "hub and spoke" sourcing model for finding a better class of active candidates and is a new and improved sourcing model, which in the long run, may lead to the demise of the job boards, but which helps us achieve our primary market niche.

The Talent Pool

Only 20 to 25% of candidates in a given talent pool are actively looking at any one time - 15 to 20% is more likely. This means that 80% of most candidates are not looking. Of this eighty percent 10-15% are the performers who aren't looking and who outperform their less-competent counterparts by at least two to five times. The hub and spoke model is the only way to productively deal with filling positions with quality candidates because the hub will be seen by far more people than an individual requisition posted on a job board.

CareerFactor Candidates

We consider the names of all our "CareerFactor" candidates not as prospects but as hubs in a network with dozens or hundreds of spokes of other possible contacts which usually are dead-on hits for your job, have the business acumen or cultural tenacity you require, and they trust us and will agree to consider your job opportunity up to 90% of the time. This means we contact, recruit, and network properly using a hub and spoke mindset which equates to successful placements and filled positions.

The Difference

Passive candidate recruiting and networking techniques are much more productive and we practice this process constantly honing our techniques and working referrals. Since 80% of the market is not looking, getting to these people first is the difference in being a good recruiter and a great one. It also represents the difference between CareerFactor and the rest of the pack.

