



**Executives**

**Managers**

**Specialists**

# Our Recruitment Solutions: Premium & Excellent

**With our Premium Recruitment we guarantee that we find the right professional for your vacancy. Do you want extra warranty? Then choose our Excellent Recruitment service, including a full scan assessment.**

Since 2001, we have been supporting organizations and professionals in Recruitment, with scientifically proven effective methods and techniques that have been intensively tested in practice and continuously refined.

### Premium Recruitment

An extensive intake, a clear job profile and a clear, attractive vacancy text form the basis for our working method. We map the market for the vacancy with a pre-market screening, we recruit using the right platforms, our network and our database with 25,000+ highly trained Executives, Managers and Specialists.

This efficient and very thorough process results in a longlist and a shortlist of candidates. Selection takes place based on the STAR interview methodology. Naturally, we guide candidates and customers in this process and report on progress.

Convinced of the quality of our services, we offer a 3-month warranty on the assignment: Derks & Derks will then provide a new candidate free of charge if the appointed person does not meet the criteria set in the profile

### Excellent Recruitment

For even more security and an extra long warranty period of 6 months, we offer Excellent Recruitment. We supplement our Premium Recruitment with a full scan assessment.

The full scan assessment includes a capabilities assessment, a personality and motivation assessment and a skills assessment by one of our Talent Development Psychologists (NIP), development-oriented, always tailor-made and tailored to the job requirements. The final report will be discussed with the candidate and client.

If you choose Excellent Recruitment we provide a 6-month warranty on the assignment: Derks & Derks will provide a new candidate if the appointed person does not meet the criteria set in the profile.

### Premium

- ✓ Intake
- ✓ Job profile
- ✓ Vacancy text
- ✓ Pre-market screening
- ✓ Recruitment
- ✓ Selection
- ✓ Reporting

3 months warranty

### Excellent

- ✓ Intake
- ✓ Job profile
- ✓ Vacancy text
- ✓ Pre-market screening
- ✓ Recruitment
- ✓ Selection
- ✓ Fullscan Assessment
- ✓ Reporting

6 months warranty

**More information?**  
Contact one of our Recruitment Consultants.

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