



# Full Package service: Find, Retain and Develop

Derks & Derks delivers Recruitment & Development Solutions for Life Sciences and Healthcare. We guarantee that we will find the right professional(s) for your job opening(s). Would you like even more certainty, a 9-month guarantee against mismatches and extra support with onboarding and coaching, among other things? Then opt for the Full Package Service from Derks & Derks.

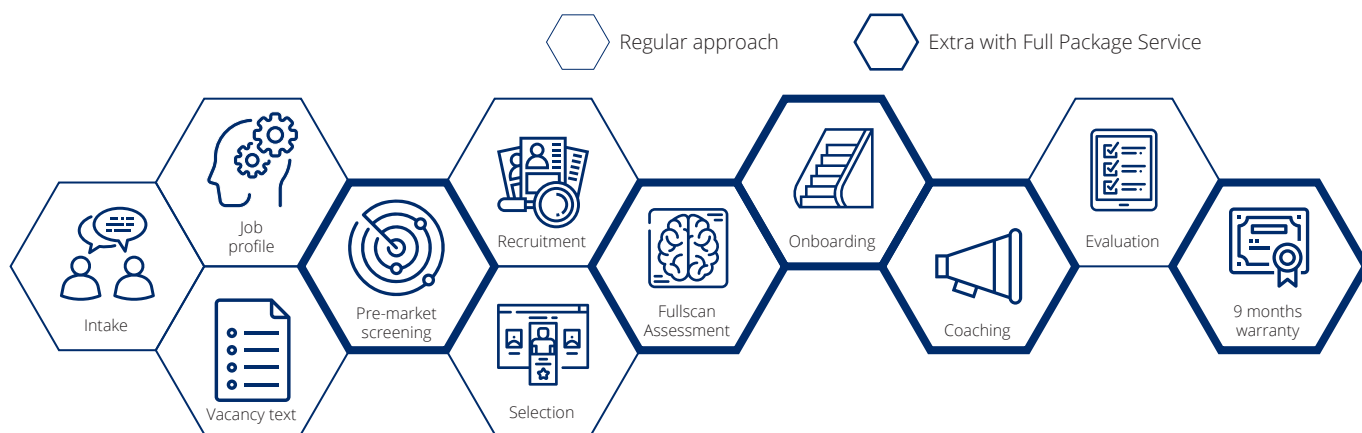
The Full Package refers to Derks & Derks' most extensive service package, which allows us to support organisations and professionals to guarantee efficiency and growth. It means that we *find* the right candidates and ensure that they are *retained* and can fully *develop* themselves.

**The following is included in the Full Package:** an extensive **intake at the client** (including information about the company, the location, the colleagues, the company culture, the position, qualities of importance to the potential employee and other details in order to make the right match)

- a **clear job profile** and a **concise and appealing vacancy text**

- a **pre-market screening** in which we map the labour market based on quantitative data
- **recruitment**, using our network, the right platforms and knowledge of the market
- **selection**, conducting effective job interviews on the basis of the STAR method
- **full scan assessment**; a capacity test, a personality and motivation test and a skills test by one of our Talent Development Psychologists (NIP), development-oriented, always customisable and geared to the job requirements
- support with **onboarding** of the new employee (*this is often underestimated, but very important for both connection with the company and quick employability*)
- **coaching** of the new employee and support in their development
- **evaluation** and partnership

If you opt for our Full Package Service, **we grant no less than 9 months warranty** on the assignment! This means that Derks & Derks will provide a new candidate if the employment contract with the candidate is terminated within 9 months.



## Interested in more information?

Please do not hesitate to contact one of our Recruitment Consultants.

## Derks & Derks

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Member of

