
Client Ethics Plastics Recruiter, Bottles Caps Closures, Headhunter

Clients can depend on ethical behavior and unwavering commitment from the professionals at LOOKSearches, LLC.

As a client you can count on receiving:

A recruiter who understands your needs. We will work together to develop:

- A thorough understanding of the open position
- A detailed job description
- A clear assessment of your workplace demographics and management style
- An approved timeline
- A list of companies targeted for recruitment and companies to be avoided during the search process

Valuable and up-to-date industry information regarding current compensation for the targeted position

Directly recruited successful candidates. Placing ads, networking or encouraging employees to "keep an eye out" often yields candidates who are the best of the unemployed rather than the best in your field.

Thoroughly written candidate profiles which include:

- Resume
- Interview summary
- Current compensation
- An approved timeline
- Summary of skills and strong points
- Summary of candidate needs or wants

Scheduled interviews with selected candidates. We not only make all arrangements and ensure that all parties are aware of the agreed upon timeline, but LOOKSearches goes the extra mile by facilitating the entire interview process.

Verification of candidate's compensation and in-depth written reference checks.

Assistance with candidate negotiations so that you and the candidate are both satisfied with your agreement and excited about working together.

A candidate who is prepared to resign and begin contributing to your team. Because our candidates bring value to their current employers, they generally face a counter offer when they give their resignation. We prepare them for this situation and help them to resign respectfully and permanently so that they can hit the ground running in their new positions.

Complete confidentiality and clear ethical standards. All information relating to your business policies, which is shared to aid in the search assignment, shall be treated confidentially. LOOKSearches will not solicit your employees. Candidates placed with you will not be solicited for other positions while still in your employ.

We're serious about our ethical commitment for our clients.