

## Recruitment process Di-Mens Procurement professionals

### Week 1

- Intake with HR/hiring manager + relevant internal stakeholders
- Determining final competences needed for the position
- Determining target population for the position by specially by Di-Mens developed qualification parameters for organizations and professionals
- Drafting the pitch for market communications
- Market the position in the direct network of Di-Mens (> 12000 procurement professionals)
- Put the position on the Di-Mens website

### Week 1-3

- Direct search by which a minimum of 50 interesting candidates will be approached personally either inside or outside the Di-Mens network.. This will continue until the right candidates have been found
- Selection and administrative processing of the reactions

### Week 2-4

- Interviewing candidates that may be of interest (5-10 candidates)

### Week 4 latest

- Presentation of top 3 candidates by CV and written evaluation

### Week 4 and later

- Organize the interviews at customers'
- Guide the hiring process

### Initial 6 months

- Minimum of 1 visit to evaluate the landing process of the candidate into the organization up to maximum of the number of visits necessary for an optimal landing

## The benefits of Di-Mens recruitment

- >25 years of experience within Procurement and recruitment
- Permanent consultant from a-z for 100% focus
- Sparring partner for procurement development and determining the profile
- Especially for Procurement developed qualification parameters for organizations and professionals
- >12.000 procurement professionals in the direct network
- Guidance on the landing process of the employee
- Short lead time, maximum of 4 weeks per cycle
- Cost efficient