

BeamPines approaches Talent Acquisition from the unique perspective of an experienced HR Talent Management firm. We are assessors first, recruiters second. This gives us an edge over large search firms as our placements have a much higher chance of succeeding within your organization. By listening to your needs and learning your culture, we can make educated recommendations based on best fit as well as overall skills and competencies. We maintain long-term relationships with our clients and we **guarantee** our work!

Our clients – We have an established track record of success with companies in a variety of industries. We have completed assignments for Health Care, Insurance, Financial Service, Consumer Package Goods, Manufacturing, Direct Marketing, as well as Major Consulting and Technology companies. The majority of our assignments come from Fortune 500 companies though we also serve a number of privately owned companies who value our work in Assessment and Integration. Our Talent Acquisition services typically focus on upper management (Vice President or higher):

- Division Presidents
- Chief Financial Officers
- Chief Human Resource Officers
- Senior Marketing/Sales Leaders
- Logistics & Supply Chain Execs
- Senior Operations Managers

Our Points of Difference – BeamPines is a global HR firm with over 26 years of experience in Talent Management and Leadership Development. Our work in Executive Assessment continues to distinguish us as the leading experts in helping clients identify, develop and retain top talent. Our abilities in Assessment provide you with an excellent perspective on how the personal characteristics, preferences and competencies of a candidate will fit within your organization. In addition, our in-house team of PhD psychologists ensures that each client receives an independent, formal recommendation regarding the future potential of the candidate.

C-Prime – C-Prime is an optional three-tiered, comprehensive process that combines all of our services into a focused approach to Talent Acquisition. C-Prime combines Executive Search, Executive Assessment and Executive Coaching into a fully customizable program, offering Integration Coaching for a new hire's first 180 days and includes an internal 360° review after 120-150 days. This results-oriented program delivers the talent you are looking for and guarantees the best fit for your organization for years to come.

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