

Go **Beyond** the Job Board

Modernized Recruiting in 2022

Brix Recruiting Partners has partnered with Leap to bring you traditional and innovative recruitment processes to help the home improvement industry fill key positions.

Are you searching for leadership or sales talent to take your home improvement supply or service organization to the next level? Struggling to find executives or managers with proven home improvement industry track records? There's so many recruitment tools, platforms and services out there, which one do you choose to fill these critical roles on your team? The answer is BRIX.

At BRIX Recruiting Partners, they take great pride in matching home improvement supply and service businesses with qualified candidates. Whatever your specific needs may be, they have the insight and experience needed to help you build a strong sales management and installation management team.

Create a **Foundation** for Success

Using traditional recruitment techniques and modern communication channels, they market home improvement and management opportunities to an extensive network of qualified candidates. By identifying viable candidates and vetting their qualifications, Brix streamlines your search for sales and management professionals.

Build your team, one rock-solid candidate at a time with BRIX.

This approach has allows Brix to place executive level, general management and sales representatives with a wide range of home improvement supply and service companies across the U.S. and Canada, including those specializing in:

Bathroom Remodeling Interior & Exterior Remodeling

Kitchen Remodeling Replacement Windows Siding, Roofing & Gutters

Residential Design Walk-In-Tubs

From executive level c-suite talent and general managers to sales managers, installation and production managers, Brix has the knowledge, experience and network needed to help you fill your specific home hiring needs.

What does the Recruitment Process look like?

Client & Market Research

Successful search and placement start with open communication. Gaining a thorough understanding of our client's company.

An in-depth discussion with hiring managers to discuss job responsibilities, current top performer behavioral traits, and development/understanding of the 'ideal candidate profile.'

Additional work to further solidify the ideal candidate profile and gain a thorough understanding of your company culture may include interviewing your current top performers, office tours, etc.

Development of a customized interview questionnaire designed to narrow the candidate pool and ensure we're only presenting highly qualified candidates to your hiring managers.

Production & Presentation

Effective sourcing techniques and candidate quality set BRIX Recruiting Partners apart from the competition.

In-depth industry and local market research to identify companies and industries that we should recruit from.

Direct recruiting of the top talent in the marketplace is done through heavy phone time and targeted employment marketing (social media, industry networking groups, etc).

Thorough, structured interviews were conducted by BRIX (utilizing customized interview questionnaires).

Top candidates presented to hiring managers with updated resumes and written candidate profiles (includes notes from BRIX phone interviews ... info not found in resume).

Facilitation & Follow-Up

BRIX's consultative process doesn't end with finding candidates and sending over their resumes.

Assistance provided with scheduling interviews, communicating with candidates on next steps/not proceeding, offer stage, closing, and start date preparation. It's all about saving time for our hiring managers.

Post-hire follow-up and candidate tracking – BRIX to conduct 3, 6, and 12-month check-in with hiring managers as well as candidates.

Ongoing metrics tracking and utilization of retention and productivity feedback to constantly re-calibrate target candidate profile. Our focus is on long-term partnership, and we understand that improvements in retention and productivity will earn us repeat business.



About Brix Recruiting Partners

Recruiting within the Home Improvement Industry is more competitive than ever before. In today's recruiting world, we need to shift from less HR and more sales & marketing. With traditional job board posting the competition is fierce, for lower-level positions these can still be great tools in your belt for recruiting. Taking traditional job boards and blending your recruiting efforts with outbound marketing, targeted recruiting efforts, and boots on the ground will help build up your candidate pool. Visit www.brixrecruiting.com to learn more.

