

# Make your Staffing Firm Partnership a *Soaring* Success



Successful businesses are always on the lookout for ways to gain a competitive edge. Partnering with a qualified staffing firm is a great way to get it. This partnership can truly give companies an edge, for both small and large.

## *Approach your staffing firm like a partner, not a vendor*

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The primary goal of a staffing firm is to ensure top talent for their partners. In that sense, your staffing firm is much more of a business partner than say a vendor who prints your business cards. While this is important, it doesn't require a highly specialized partner and doesn't immediately impact the bottom line. Often times, the success of business can depend on solid partner relationships. Choosing a staffing firm is a decision that comes with plenty of consideration. Once the decision is made, treat your staffing firm as a valued partner, that helps you achieve success.



## *Provide timely feedback*

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Communication is a key factor to creating a successful partnership. The job market moves quickly and with it, candidates and positions. Giving timely feedback to your staffing partner ensures the most efficient and effective partnership. It's also important that this timely feedback go both ways. If your staffing partner is not communicating with you when you need them to, they are not being a solid partner. A strong partner is proactive, not reactive.



## *Set clear expectations*

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In a partnership, both parties have expectations and being upfront about those expectations is paramount. This ensures there won't be any unpleasant surprises down the road. Not to say issues can't arise, but if they do, both parties have a clear understanding of their role and can more easily resolve the issue. A clear understanding of expectations also makes it easier to set, track and reach lofty goals.



## *Match your hiring process to the market*

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Positions are unique and so are the respective hiring processes. To stay competitive, your hiring process should closely reflect that of the market. This means a candidate, who may be interviewing for many jobs simultaneously, will feel comfortable throughout the interview process. A staffing firm can help you better understand that process as they are immersed in it daily. A commitment to this approach will ensure will encourage candidates to showcase themselves.

If you own a business or are part of a team growing a successful business, engaging a solid staffing agency can help you navigate one of the most difficult aspects of business, quality hiring. A staffing partner, when chosen wisely is truly an asset to any growing business.

## *About Staff Smart*

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Staff Smart, Inc., a national IT staffing and recruitment agency, was founded in 2007 by industry veteran Christine Hoffman-Hicks. The staffing agency is the trusted partner of IT professionals and businesses whose common goal is opportunity and innovation within a flexible framework. Their on-demand talent solutions include project consulting, contract to hire, direct hire and retained executive search. The agency places technical acumen front and center by employing IT professionals to do the recruiting. Staff Smart, Inc. workforce strategies are deployed nationally across diverse industries and include Fortune 500, startups and government agencies. The San Diego, CA-headquartered company is a member of TechServe Alliance, American Staffing Association, California Staffing Professionals, Staffing Industry Analysts and WBENC, as a certified woman-owned business. [www.staffsmart.net](http://www.staffsmart.net)

