



GLOBAL LEADERSHIP CONSULTANTS  
**fathomgroup**

## OUR TEAM



**Lisa Cullingworth:** Principal of the Fathom Group – AIRS certified (Alliance of Information and Referral Systems), well respected , passionate and well connected after 15 years of both retained and contingent recruiting experience primarily in the tech sector. B Com from Dalhousie University.

### RECRUITERS:



**Neha Mangal:** 10 years of recruiting and HR experience, AIRS certified, Post Graduate in HR and BA. Been with the Fathom Group for 2.5 years working primarily on software searches. Strong business acumen and detailed oriented. BILINGUAL – concentrate on Quebec Market

**Saritha Acharya:** 5 years of recruiting and HR experience. Bachelor of Engineering (BE), Industrial Production Technologies and MBA – strong experience in the tech sector. Extremely resourceful.

**Partnered With Fusion Recruitment Management** - [www.fusion-recruitment.com](http://www.fusion-recruitment.com)

- A 10 year old search boutique focused on many verticals but a specialization in tech and B2B
- 4 key partners who operate primarily in WESTERN Canada working closely with the President Allan Welyk to find candidates on the West Coast.



# TESTIMONIALS

## ON MY LINKEDIN PROFILE:

Over 31 References From Past Clients And Candidates:

[http://www.linkedin.com/profile/edit?trk=nav\\_responsive\\_sub\\_nav\\_edit\\_profile](http://www.linkedin.com/profile/edit?trk=nav_responsive_sub_nav_edit_profile)



# ONE OF THE KEY ISSUES FACING HR TODAY

## KEY ISSUES:

- ❑ Finding good talent – competitive
- ❑ People aren't staying long at organizations
- ❑ Analytics space – maturing – more competitors all the time – finding the right talent is harder to find
- ❑ Stealing good people – unethical recruiter behaviour

## WHY FATHOM?

### WHY CHOOSE FATHOM?

1. We are passionate and believe in hard work. We take the time to get to know the individuals, realistic about the company and role, people work with us because they trust us – look to us as their career coach.
2. We are in this business for the long term and value our reputation, we will do the right thing vs. making commission.
3. Placed top talent across all disciplines: Presales/project management/sales/ISR etc.
4. We concentrate on finding top talent: Focusing on passive candidates.
5. **Backdoor referencing: Our network allows us to do our homework on a candidate's history to avoid making bad hiring decisions\*\***  
**MAJOR COMPETITIVE ADVANTAGE – I have 3000 LinkedIn connections and 2 million person database – we have done 100s of searches in this sectors over the last 15 years**

## ACTION IDEAS

# FATHOM TO WORK WITH A COMPANY'S HR DEPT TO BUILD A COMPREHENSIVE STREAMLINED NATIONAL RECRUITMENT PLAN

- Research current strategy / timelines / templates
- Fathom to build ongoing list of competition
- Build talent pool pipeline program: proactive recruiting versus reactive recruiting
- Work at helping develop mentor program so that each new employee is assigned to someone internally (career coach)
- 3/6/9 month follow up meetings: with placed candidates / hr / candidate's mentor / hiring managers
- 360 visibility: What is working/what is not