

A black and white photograph of chess pieces on a board. The central focus is a large chess knight piece in the foreground, facing left. In the background, several other chess pieces, including a king and a queen, are visible but out of focus. The image is overlaid with a dark grey semi-transparent rectangle that contains the title text. Red geometric shapes are present on the left and right sides of the page.

# **COMPONENT BASED EXECUTIVE SEARCH OPTIONS**

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[WWW.GOVERNMENTRESOURCE.COM](http://WWW.GOVERNMENTRESOURCE.COM)



## COMPONENT BASED EXECUTIVE SEARCH OPTIONS

SGR offers individually priced executive search components allowing us to collaborate with your organization to deliver only those specific services needed. This innovative approach provides many of the benefits of a professional recruitment process, but at a much lower cost than a full service search. Unless otherwise noted, all services are delivered remotely. Onsite visits, if desired, are considered a separate component service. Each of the individual components, and the pricing for each, are included below.

### – 2020 PRICING –

#### **DIGITAL TALENT MARKETING (DTM)** **\$299**

The use of social media in recruiting is at an all-time high. Most job seekers use social media in their job search and consider themselves to be passive candidates. SGR's Digital Marketing Package is an affordable way to reach these candidates and includes:

- A custom-made graphic
- A post on the SGR Job Board, website, & one post on all SGR social media pages (Facebook, Twitter, LinkedIn & Instagram)

For complete details, see:

[www.governmentresource.com/DTM](http://www.governmentresource.com/DTM)

#### **MARKETING & APPLICATION MANAGEMENT** **\$9,950**

The Marketing portion of the package includes:

- Position profile brochure
- A post in an upcoming edition of SGR's 10 in 10 e-newsletter on Servant Leadership
- Featured position on SGR website, which receives over 26,000 visits each month
- Featured ad on the SGR Job Board ([www.sgrjobs.com](http://www.sgrjobs.com))
- Email blast to SGR's profession specific opt-in subscriber list
- Promotions on SGR's Social Media Pages (Facebook, Twitter, LinkedIn & Instagram)
- Evaluation and recommendation for ad placements based on type of position and location
- Placements of ads (pass-through cost of ad placements not included)

This package also includes receipt of resumes through SGR's applicant tracking system, timely communication with all applicants throughout this stage of the process, review and triage of resumes, virtual briefing with the organization after position closes, emails to release or retain applicants, and provision of application materials of retained candidates to the organization.

## **CLASSIFIEDS**

**\$250 EACH**

Classified Job Ad in SGR's Friday Job Blast:

- One-time classified ad in SGR's Friday job blast to targeted audience
- Order must be received by Tuesday at 5 p.m. CST to be included in the Friday job blast the same week

## **JOB BOARD SUBSCRIPTION**

Through the power of collaboration, SGR has developed an online job board that is convenient, affordable, and easy to use. On any given day, there are over 1,600 local government job opportunities from across the nation available to job seekers for free. Each month the SGR job board has over 15,000 unique visitors, who are primarily local government officials! There are 3 options:

### **\$369 Annual Subscription**

Unlimited Job Postings for a Calendar Year

### **\$99 One-time Job Posting**

Post One Job for 30 Days, for One Time Only

## **STAKEHOLDER SURVEY**

**\$1,000**

SGR provides recommended survey questions and sets up an online survey. Stakeholders are directed to a web page or invited to take the survey by email. Written summary of results is provided to the organization.

## **QUESTIONNAIRE**

**\$250 PER CANDIDATE**

Includes development of written exercise customized to the position and designed to provide greater insights of candidates through processes and communication styles. SGR distributes the questionnaire to candidates, evaluates questionnaires, and holds a virtual briefing with the organization after all questionnaires are received.

## **ONLINE INTERVIEWS**

**\$200 PER CANDIDATE**

Online interviews allow a search committee to see candidates in an interview situation without having to pay for travel expenses. SGR provides recommended position-specific questions, prompts candidates to complete the online interview, and emails a link to the organization to view the interviews.

## **COMPREHENSIVE MEDIA REPORTS**

**\$500 PER CANDIDATE**

SGR uses a proprietary media search process to go far beyond automated Google/LexisNexis searches. SGR's process is customized to provide a comprehensive media search on each candidate. View a sample media report at: <http://bit.ly/SGRsamplmedia>.

**PARTNERING WITH  
LOCAL GOVERNMENTS  
TO RECRUIT, ASSESS, AND  
DEVELOP INNOVATIVE,  
COLLABORATIVE,  
AUTHENTIC LEADERS.**

## MANAGEMENT STYLE ANALYSIS \$150 PER CANDIDATE

SGR uses the DiSC Management psychometric assessment to provide detailed insights regarding how a candidate would lead and manage an organization. This report provides valuable information regarding a candidate's preferred management style. View a sample report at: <http://bit.ly/SGRDiSCprofilesample>. SGR also provides a DiSC Management Comparison Report. At a glance, this report provides a side-by-side view of each candidate's preferred management style. View a sample comparison report at: <http://bit.ly/SGRteamDiSC>.

## BACKGROUND CHECKS \$400 EACH

Through a partnership with a licensed private investigation firm, SGR provides our organizations with the most detailed and comprehensive background reports, which include the information listed below. View a sample background screening report at: <http://bit.ly/SGRsamplebackground>.

- SSN trace and address verification
- Credit and financial summaries and credit bureau report
- Personal information, address, and employment comparisons
- County criminal and civil records search (for last three counties of residence)
- State criminal records search (for last three states of residence)
- Nationwide wants and warrants, Federal criminal records search, InstaCriminal national search, and Global homeland security search
- Sex offender records search
- Driving/motor vehicle records
- Education verification for highest degree obtained

## REFERENCE CHECKS \$100 EACH

SGR provides the organization a specific list of contacts to request from the candidate, based on the type of position. The cost for reference checks is \$100 per completed phone call. SGR provides a written (anonymous) summary of reference checks.

## SITE VISITS \$1,000 per day plus travel expenses

SGR can make onsite visits to a candidate's current community and workplace to gain additional insight into how a candidate is perceived in the community and by coworkers.

## TEAM BUILDING WORKSHOP \$4,000 plus travel expenses and \$150 per person for I-OPT reports

SGR provides a customized team building workshop after you hire for the position. SGR utilizes I-OPT, which is a validated measurement tool that shows how a person perceives and processes information. Because people "see" different things when they assess a situation, they are motivated to take various courses of action, so understanding you and your colleagues' I-OPT Profiles will enable you to work much more effectively as a team. Price is \$4,000 for a half-day onsite workshop, plus travel expenses and \$150 per person for I-OPT reports, which include Individual Analysis Report, Emotional Impact Management Report, Change Management Report, and Team Management Report. Two-Person Reports can be ordered for an additional fee of \$50 per report. View sample reports (under I-OPT) at: [www.governmentresource.com/assessments](http://www.governmentresource.com/assessments).

## CONTACT US

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