

# 1. Define the Position

## List key attributes of the position

- Title
- Location
- Objectives of the role
- Appeal of the role
- Key skills and experience required
- Reporting structure
- Timing of Start

## Create/update the job description

## Outline a success profile

- Actions in the first 90 days
- First year accomplishments
- Why should someone join your organization?

## Capture attributes of top talent for the role

- Describe a top candidate within the organization
- Where to find a candidate (i.e. company, school, etc.)
- Success factors of a top candidate
- Cultural alignment

## Detail compensation and benefits

- Compare compensation to market comp
- Compare benefits to market benefits

## Execute the Talent Search Process

## Why use TYGES?

- Real Experience
- Process
- Network
- Flexibility

## What's next? Detailing the Talent Search Process