



What will determine your company's potential for success?

Is it the amount of capital you're able to raise? Is it the high-level connections you've made in the industry? Or, is it just plain luck?

The answer is none of the above. **It's people** - plain and simple. Without the right people, you're likely to join the more than 33% of businesses that fail within their first year. **You may only have one chance to make it work.** Fortunately, you also have iScout.

iScout is a Chicago-based recruitment and organizational development firm that partners with companies to build extraordinary teams. Our elite group has developed a singular reputation for creating and managing the most effective recruiting strategies in the industry, and our talented consultants are ready to put their expertise to work for you. *We will transform your recruitment experience.*

Industry Specialties

The iScout Approach

How much does it cost to hire the wrong person? More than you might think. Your company is at stake. That's why we take a qualitative approach to recruiting. For a flat monthly fee, we go beyond the traditional model to manage the entire recruiting process for all open positions in your organization – from developing a new hiring structure to on-boarding and retention.

By focusing on developing strategic partnerships with our Clients, **we ensure the highest-quality placements at the most cost-effective price.** And we find you Candidates faster, without compromising on quality – so you can focus more time on building your business, and less time searching through resumes. **With our help, you'll learn how to hire and retain top performers and build highly-successful teams.**

The iScout System

iScout has transformed the hiring process. Time and again, our comprehensive recruiting system has **proven to be the best** way to find the people with the skills, experience and expertise that will add true value to your organization.

Working side-by-side with your internal team to understand your existing recruitment process – or lack thereof – we're able to develop a clear picture of what your company requires to operate successfully. Then, we create and implement a strategic recruiting system customized specifically for your business to **deliver the top-tier Candidates you need, right when you need them.**

The iScout System provides:

- Recruiting Analysis
- Strategy Development
- Preparation
- Training
- Sourcing
- Assessment
- Hiring Management

You need a recruiting strategy – the life of your business depends on it.

Our experience spans the spectrum. We've worked with companies of all sizes, in a wide range of industries, to develop and implement strategic recruitment systems that deliver results. Yet, we're most proud of our specialized expertise. Our team's true niche is in the tech start-up market. Since 1998, that's where we have demonstrated our strongest value.

Our industry specialties include:
Start-ups
Mergers & Acquisitions
Division Building





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The iScout Difference

We're leading a revolution in recruiting. Explore the impact of iScout on your business –

Flexible recruiting solutions. Our innovative approach allows your recruiting process to change as your business changes.

Lower cost-per-hire. Our flat monthly fee allows you to pay the same low rate, whether you're hiring 5 people or 50.

Advanced recruiting technology. Our consultants use the latest applications and methodologies to find the best active and passive candidates in the industry.

Access to a wide variety of talent. Our network is vast, so you can rest assured we'll find what you need.

Knowledge you can put to good use. Our experts will teach you what it takes to identify and hire the right people.

A level playing field. Regardless of the size of your company, we can help maximize your recruiting investments and give you the ability to compete at all levels.

Reduced turnover, increased revenue. Hiring the right people the first time means more stability and less money wasted on repeated recruitment efforts.

More efficient recruiting processes. Our automated recruitment system will streamline your entire process.

Increased industry exposure. We can give you a strong presence within the industry, creating interest in your business from job seekers and potential customers.

Sustainable results. Our consultants will teach you how to effectively attract, recruit and retain top performing employees long after we're gone.

Domain Expertise

iScout's track record speaks for itself. We recruit at all skill levels for a wide range of industry specialties—from sales people, to software developers, to CEOs. Below are a few of our most frequently filled positions:

Application Security

Security Administrator
 Information Security Manager
 Systems Administrator

Architecture & Design

Application Architect
 Application Designer
 Information Architect

Business Requirements

Business Analyst
 Solution Architect
 Project Manager

Database

PostgreSQL Database Engineer
 MySQL Database Engineer
 Oracle Applications DBA

Development

Distributed Systems Technical Lead
 Senior Software Engineer
 Open Source Software Engineer

Documentation

Technical Lead
 Graphics Artist
 Technical Writer

Engineering

Software Engineer
 Test Engineer
 Release Engineer

ERP

Great Plains Project Manager
 Axapta/Navision Consultants
 PeopleSoft/SAP Consultants

Financial Services

Payroll Administrator
 Financial Analyst
 Controller

Java

J2EE Developer
 Application Architect
 Senior Software Engineer

Management Consulting

Director of Call Center Technology
 CRM Consultant
 Implementation Director

Marketing/PR

Field Marketing Manager
 PR/Investor Relations Manager
 VP of Marketing

Network Operations

NOC Director
 Systems Engineer
 Systems Analyst

Open Source

Senior Software Engineer
 Linux Systems Administrator
 Application Architect

Project Management

Program Manager
 Project Administrator
 Project Manager

Release Engineering

Build Engineer
 Configuration Manager
 Source Code Engineer

Sales & Sales Management

Business Development Manager
 Global Account Executive
 Inside Sales

Technical Support

Technical Support Engineer
 Executive Support
 Director of Technical Services

Testing & Quality Assurance

QA/Test Manager
 Lead QA Engineer
 Automated/Performance/Load Tester

Usability Engineering

Human Factors Engineer
 Interaction Specialist
 Creative Director