**What can I expect working with a Technical Recruiter from ELK Solutions?**

1. **Professionalism**: All of our recruiters are either certified with the National Association of Personnel Services (NAPS) or they are enrolled in our NAPS in-house training classes to ensure quality service to our clients
2. **Confidentiality**: We conduct our searches in the most highly confidential manner possible. Your resume is your property
3. **Honesty**: Not only is honesty one of ELK Solutions' hallmarks, it is the foundation upon which we build our lasting relationships with our candidate clients and corporate clients. You can expect your recruiter at ELK Solutions to be open and honest with you, keeping you abreast of how your search is going
4. **Career Counseling**:
   * *Complete Candidate Profile and Evaluation* - Each profile takes between 40 and 50 minutes. We need to ask you questions that cannot be answered from your resume. These questions will help us understand, in detail, everything that is important to you in your next career move
   * *Job Search and Employment Updates* - We will keep you abreast of how our search on your behalf is going and of any opportunities you might need to know about
   * *Assistance with Resume Writing* - Resume writing is one of our specialties. If necessary, we will assist you in tailoring your resume to fit each position you will be applying for
   * *Interview Prep* - This takes about 30 to 45 minutes. We will discuss with you in detail about the company, who you will be interviewing with, types of questions to expect, help you with research on the company, practice behavioral event interviewing questions with you, provide you with company directions, anything that is necessary to give you the most competitive edge going in on your interview. We want you to get the offer!
   * *Interview Debriefs* - After your interview and before we speak with our hiring authority, we will debrief you. We need to ask you in detail about your interview and how you feel about the company and position first before we speak with our hiring authority
   * *Offer Evaluation* - Once our corporate client extends an offer to you, you and your recruiter will sit down and discuss the details of the offer to determine if it satisfactorily matches the requirements you discussed with him/her in your in-depth evaluation
   * *Resignation Counseling* - Unless the feeling is mutual on both sides, resigning from your current employer is usually never a comfortable and easy thing for anyone to do. Your recruiter at ELK Solutions will offer you counseling and support throughout this stage of the process on what to expect from your current boss and how to handle the situation. You won't have to face this step alone!
   * *Relocation Assistance* - We will help provide you with the necessary information on living expenses, schools, real estate agent etc. that is involved in relocating
   * *Follow-Ups -* Once you are onboard at your new company we will continue to follow up with you to make sure you are happy and doing well
   * *Check-ups* -At ELK Solutions, we like to stay in contact with our candidate clients at least every 6 months to a year just to check in and see how you are doing, regardless of whether you are actively looking or not. Situations can change quickly so we like to stay abreast of what's going on