

“Karen’s track record in placing people who have stayed 5 or more years at my company is a rare statistic these days. Karen is successful because she is respectful, honest and exhibits integrity in her dealings with candidates and employers.”

Chief Talent Officer, Global Marketing Communications Agency

■ Permanent Executive Recruitment & Placement

Identify – K. Russo Associates uses multiple parameters to define the ideal candidate. Our process includes:

- Identifying your organization’s style and culture
- Specifying the key components of each job position
- Detailing behavioral and technical core competencies
- Strategizing staffing alternatives and options

Source – KRA utilizes a two-pronged approach for sourcing and researching candidates.

1. As a specialty firm, we maintain a proprietary database, target lists and an unparalleled network to search out the best talent, including those in the “hidden” candidate market.
2. We avail ourselves of the most current market databases and electronic information providers to evaluate labor demographics, as well as industry and economic trends.

Support – We strive to protect hard-earned personal and organizational reputations.

- KRA’s consultative approach ensures that we truly understand your identity and that you are well represented in the marketplace.
- Our unique ability to employer brand gives organizations greater access to top professionals, a strategy that is particularly valuable for companies with limited name recognition.

■ Interim Placement

Few search firms can match KRA’s success rate – 70% of all people placed on contract by K. Russo Associates are hired into permanent positions. Interim placements can be the solution for:

- Special projects
- Urgent fill need
- Leave of absence, including maternity and FMLA

Whether it is permanent or contract,
executive or interim, K. Russo
Associates provides clients and
candidates with “only the best fit.”





“K. Russo Associates gave us an accurate and complete assessment of the processes and policies we needed to successfully build a proactive recruitment practice internally. I regard Karen as a consultant – someone who will go over and above to provide clients with strategic ideas that ultimately provide more efficiency.”

Director of HR, Global Direct Marketing Company

A Customized Tool Kit for Hiring...and Keeping the Best

Staffing Solutions

K. Russo Associates' expertise goes beyond most search firms and extends into our client organizations. Through our tailored, on-site program – Recruitment Essentials – we partner with HR managers to develop a more efficient recruitment process and make better hiring decisions by utilizing the right tools.

Inside each customized sourcing tool box:

- Uniformly defined internal protocols and policies
- Organization appropriate E-recruitment and reporting systems
- Enhanced metrics and measurable ROI
- Effective internal and external communication program design

Branding Solutions

Recruitment Essentials helps companies develop their Employer Brand to draw the best candidates in the competitive human capital marketplace. The qualities that make your company an attractive place to work are reinforced in all phases of recruitment, both internally and externally.

On-Boarding Solutions

The first few weeks in a new job are highly influential. The Recruitment Essentials Program makes on-boarding informative, comprehensive, and enjoyable. Getting to know key organization contacts, understanding procedures, and internalizing processes all help new hires become more productive ...faster.

Retention Solutions

KRA's work does not stop once a candidate is hired. We also work with our clients to determine the best strategies and vendor programs for retaining top talent. Through market and climate survey data on components of employee satisfaction, we tailor a program that encompasses:

- Talent management
- Career pathing
- Total rewards strategies
- Training and development

**The Recruitment Essentials
Program can be used for all
levels of management and can
be expanded to include
college and intern programs.**





“I was a skeptic about the kind of change that this type of activity could effect. But the programs and policies that were implemented were aligned directly with the goals of our business unit and flexible enough to meet the needs of a growing organization.”

VP Publisher, Trade Magazine

HR Policy Development and Rewards Strategy

K. Russo Associates’ team of experts works with HR managers to translate company business strategy into comprehensive initiatives that are innovative, practical and bottom-line focused.

Performance Management and Employee Development

- Company-wide performance evaluation systems
- Core competencies identification and assessment
- Goal-setting processes
- Key talent advancement strategies

Total Rewards Strategy and Design

- External market studies
- Market-based compensation ranges
- Annual, sales, and long-term incentive plans
- FSLA audit of non-exempt positions

HR Strategy and Policy Development

- Program designs
- Employee communications and administration
- Severance plans
- I-9 form audit

K. Russo Associates
is more than just
filling a position —
we are a diversified
solutions provider.

