



## ■ DynamicsFocus Unique Differentiators

### 1 ■ Effort Reduction (We Do the Heavy Lifting)

- **Search Led by 25-Year Recruiting Veteran** — Every search is conducted personally by a seasoned industry expert, not a junior associate.
- **White-Glove Service** — We handle 90% of the hiring process (sourcing, screening, interview scheduling, negotiations).
- **Pre-Vetted Candidate Profiles** — Every candidate is skill-validated and benchmarked before reaching you.
- **Social Media Recruiting Package** — We promote your opportunity and company story to maximize visibility and candidate engagement.
- **Video Interview Presentations** — Clients receive recorded video interviews of top candidates for easier evaluation if desired.
- **Rigorous Reference Checking** — Candidates are thoroughly reference-checked prior to presentation.

- **Hands-Free Onboarding Support** — We guide candidates through resignation, transition, and onboarding to reduce client workload.

## 2■■ Risk Reduction (Protecting Your Hiring Investment)

- **Unconditional Financial Guarantee** — 100-day **NO Questions Asked** to protect your hiring investment.
- **Culture & Retention Screening** — We pre-screen candidates for long-term cultural fit, not just technical skills.
- **AI-Powered Personality Assessments** — Advanced behavioral analysis to ensure strong team and culture fit.
- **Offer Negotiation Shield** — We manage offer stages to try and ensure acceptance without unnecessary friction.
- **Candidate Experience Guarantee** — Every candidate leaves the process with a positive impression of your company's brand.
- **Reverse Recruiting Services** — Clients are given *exclusive first access* to select top-tier candidates entering the market before anyone else knows.

## 3■■ Strategic Advantage (We Help You Win the Talent War)

- **Long-Term Partnership Focus** — We're invested in your ongoing growth, not just a one-off placement.
- **Passive Candidate Recruit Focus** — Targeting the *75% of hidden talent* not responding to job boards or other recruiters.
- **International Candidate Reach** — Access elite talent across North America and globally.
- **Compensation Benchmarking** — Market insights to ensure your offers are competitive.
- **Strategic Hiring Advisory** — Guidance on team structure, role design, and scaling strategy.
- **Practice Builder Expertise** — Placing leaders who can *build and scale* new service lines or practices.
- **Market Intel Reports** — Insights on where competitors are sourcing and retaining top talent.
- **Evangelist Approach** — We act as brand ambassadors, selling your story to elite talent.

## 4■■ Innovation & Scalability (Modern, Forward-Looking Solutions)

- **Specialized Expertise** — Focused exclusively on Microsoft Dynamics, NetSuite, CRM, Data Analytics, BI, and AI talent.
- **Recruitment Process Outsourcing (RPO)** — Scalable recruiting support to rapidly build or expand delivery teams.
- **Proactive Pipeline Building** — We curate a pipeline of talent even before openings arise.

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Powered by the FocusFramework™ — A proprietary 4-pillar recruiting methodology designed to reduce effort, minimize risk, deliver strategic advantage, and scale with innovation.

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