

# Recruitment and Staffing

## Best Practices

success through quality

At DISYS, we apply in-depth understanding of today's technologies with the most up-to-date methodology and best practices to ensure that our clients receive highly qualified IT consultants.

**Our advanced methodology** and best practices start with our massive database of resumes. By focusing exclusively on IT consulting, we are able to maintain a highly detailed source of information that allows us to identify candidates for even the most specialized assignments. This information is supplemented by our nationwide network of IT recruiters, whose in-depth understanding of local markets often allows us to uncover the "hidden talent" that may be overlooked by our competitors.

**When we identify candidates** who are potentially suitable for a position, we apply a rigorous process to ensure that only highly qualified candidates are presented to our client. This process includes:

- Multiple interviews, including a phone screening and in-person meetings, to assess both the candidates' overall qualifications for the position as well as less tangible factors, including

personality, communications skills and personal presentation

- Skills assessment and verification via standardized testing, personal interviews, and, when required, custom-designed evaluations.
- Reference checking.
- Background investigation by an independent agency to identify criminal activity or other issues that could expose our client to risk.
- Drug testing.

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**This process** is spelled out in writing to ensure that best practices are followed at every step, including full compliance with all federal, state, and local regulatory requirements. As an added safeguard, our in-house compliance officer regularly reviews the manner in which these processes are implemented to ensure that all DISYS personnel adhere to these policies.



At DISYS, we implement best practices at every step of the hiring process to ensure that our clients receive only the most highly qualified IT consultants available. We encourage you to contact us today to learn how we can apply this commitment to quality to meet your IT consulting and staff augmentation needs.



**DISYS**  
*One World. One Partner.*