



# interior talent

INTERNATIONAL RECRUITERS *for* ARCHITECTURE & DESIGN

YOUR SEARCH FOR  
**TALENT**  
STARTS HERE



*we get it*



The quality and depth of our candidate network is why our clients choose Interior Talent



**LEVERAGE OUR  
GLOBAL NETWORK**



## WHY INTERIOR TALENT?

### OUR CANDIDATES

Over the last fifteen years we have focused on building an extensive candidate network that is relationship driven. We understand this industry and our candidates trust us to present opportunities that align with their goals. Making a job change is a major career and life decision. Our team can be counted on for discretion, advice and support through the entire process. At Interior Talent we are privileged to work with the best in the industry and this is something we don't take lightly.

We are an important partner in our candidate's career which includes being a resource for job market trends, current openings, company information, interview preparation and coaching, salary negotiation and overall strategic career planning. We have a deep appreciation for this industry and the impact it has on people's lives. This appreciation translates into a unique approach to candidate relationships, where our search experts are recognized for their investment in the happiness and success of our candidates.



## OUR PROCESS TALENT CUSTOM MATCHED TO YOUR TEAM

Each search begins with a thorough needs assessment with the client to define not only the key selection criteria for candidates, but also the organization's environment, culture and mission. A comprehensive job description is compiled including the intangibles needed for success in the position. Armed with detailed parameters and our proprietary database, we perform targeted research to find those best qualified for the role. Using our extensive referral network, we speak to sources throughout the industry to identify individuals who are relevant and qualified.

Each potential candidate is interviewed and assessed against the position specifications to determine their fit. A thorough review of their background is performed to determine if they match our search criteria. Next, our interview process digs deep into the performance milestones of each candidate.

By understanding how a candidate achieved success and dealt with challenges in a position we are able to uncover how their core skills, personality and behaviors work in a professional environment. We continue our qualification process by uncovering

multiple examples of individual and team driven accomplishments and challenges to ultimately create a profile of a candidate's ability to perform. Preliminary reference interviews are then conducted in order to confirm and enhance our understanding of the candidate's track record. All this happens before we even present a candidate for our clients review.

Each qualified candidate's background is now presented along with portfolio samples, if applicable, and the interview process with our client begins. When the perfect candidate is selected and an offer is extended, the search consultant will participate in any negotiations so that a mutually satisfying compensation package is agreed upon. It's on the recruit's first day of work that our real value as consultants begins to shine. We actively participate in getting feedback from both our clients and placements to help ensure a smooth transition. We are known for our follow-up and investment in the long-term satisfaction of both our candidates and clients. Whether it's a quick phone call or lengthy after- hours discussion of big picture strategy, we are invested in the individuals with partner with.



## CLIENTS & COMMENTS

"Nadia has successfully found top talent throughout the country for me. She is personable and professional and works with integrity. I would whole heartedly recommend Interior Talent for any recruiting needs."

Molly Kluznic | Director of HR

FLOR

"Based on my experience, I will use Interior Talent to bolster my team in the future."

Kevin Rose | Home and Interiors Projects Director

HERMES

"I recommend Kenneth and his team at Interior Talent for any HR/Personnel challenges."

Michael Moore | Interior Design Manager

ROYAL CARIBBEAN

"Thanks to Interior Talent I now hold the Senior Interior Designer position at Marriott International. Thanks so much."

Morriah Mryszuk | Senior Interior Designer

MARRIOTT INTERNATIONAL

"Kenneth is an outstanding professional with vast experience representing and recruiting executive positions within the Interior Design industry."

Emilio Perez | Vice President

SB ARCHITECTS

