

# PAR EXCELLENCE

## ADVANCED HIRING SOLUTIONS

profile • assess • recruit



**NEXT** ►



2/8



*"The output of a top performing employee exceeds the output of an average worker by at least 25% and as much as 1,000%. Simply put, it pays to hire the best."*

- Dr. John Sullivan  
Author, Rethinking Strategic HR



**Vector Technical, Inc.**



3/8



## The Closest Thing to CLONING

How do you duplicate the performance of a star employee? Unfortunately, traditional hiring methods won't do it. And that's why we created, PAR Excellence.

PAR Excellence represents a whole new approach to hiring. Through a combination of benchmarking and assessment, PAR Excellence gives you a more reliable way to ensure you're hiring top performers.

Temporary or full-time, PAR Excellence makes it easy to make the right hiring decisions.



## Did you know...

- Most hiring decisions are based on intuition and incomplete criteria.
- 2 out of 3 hires prove to be a bad fit within the first year.
- Bad hires cost 1.5 to 3.5 times the annual cost of the employee.

Source: Greg Smith, Chart Your Course International



## A More Scientific Approach to Hiring

PAR Excellence is an advanced hiring process that takes the guesswork out of candidate evaluation.

### The PAR Excellence Process

PROFILE	ASSESS	RECRUIT
<ul style="list-style-type: none"><li>• Develop detailed Position Profile with hiring manager</li><li>• Interview current high achievers to validate duties and skill requirements</li></ul>	<ul style="list-style-type: none"><li>• Benchmark current high achieving employees on critical skills to determine performance standards</li><li>• Calibrate acceptable performance criteria</li></ul>	<ul style="list-style-type: none"><li>• Recruit and evaluate candidates using defined performance benchmarks</li><li>• Only those who meet or exceed requirements will be referred to you</li></ul>

### The PAR Excellence Difference

PAR Excellence represents a radical departure from traditional skill matching and “gut feel” hiring. It’s an objective, performance-based process that makes it easier to spot top performers, keeps you from wasting time on unqualified candidates and improves fit.

**PAR Excellence ensures you get *The Right Person*, *The First Time!***



5/8



## FAQs

### 1. PAR Excellence sounds expensive, is it?

No. The PAR Excellence process is available to all our clients at no additional charge.

### 2. PAR Excellence sounds like a lot of work, is it?

Actually it isn't. All we require is a small amount of your supervisors' and current employees' time to develop our benchmark data. Once we're done, we can save you time by only referring highly qualified candidates.

### 3. Do you use PAR Excellence for every job order?

No, but we can. PAR Excellence was designed for any position where you want to increase the probability of hiring a top performer; however, we realize that it may not be practical for every hiring need.



6/8



*“Zircoa, Inc. has employed the services of Vector Technical, Inc. for 16 years. Administration, Customer Service and Quality Control Laboratory positions have been filled with long-term success. I have known Tim Bleich for 10 years and have been very satisfied with his commitment to understand our company’s needs at all levels. At the current level of trust, Vector Technical serves as a virtual extension of our organization.”*

- Ronne D. Proch  
Materials & Marketing Manager  
Zircoa Inc.

PAR Excellence is brought to you by Vector Technical, one of Cleveland’s top providers of clerical, industrial, technical, and medical staffing services.

**For easier, more reliable temporary and full-time hires, call us today.  
440-946-8800**



**Vector Technical, Inc.**



7/8





38033 Euclid Avenue • Suite T-9 • Willoughby, OH 44094 • 440-946-8800 • fax: 440-946-8808 • [www.vectortechnicalinc.com](http://www.vectortechnicalinc.com)



8/8