

# EMPLOYERS



Mora&Associates

## Are you getting top talent?

Mora&Associates isn't a general search firm - we are degreed and certified professionals in human resources. We bring a level of discipline and professionalism to our search methods that is hard find in "sales-driven" staffing agencies. We take on a limited number of search assignments each year and dedicate our resources to exclusively fulfilling these assignments.

We are a direct link to executives who are shaping corporate strategy and creating value by addressing corporate challenges. We identify executives who have contributed substantially to the success of the organizations in which they have served.

We would love the opportunity to earn your business. We know you will be impressed with our candidates and our approach. We look forward to hearing from you.

### **Vivian L. Mora, SPHR**

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## EMPLOYER FAQs



### How do you know you've found the right search firm?

When you utilize the services of a retained executive search firm, you place a lot of trust in the capabilities of that firm. The firm you select will bring employees to your company that will immediately be involved in major decisions which will impact your entire organization. Choosing the right firm can make all the difference in the world.

#### Our Approach:

We gain a thorough understanding of the culture, business goals and the unique dynamics of our client organizations. This approach helps us to develop the knowledge required to evaluate candidate credentials and determine whether a candidate will fit within a company's distinctive culture and function effectively as a partner in your business environment.

We are HR professionals who have served in senior level positions and in multiple industries: energy, retail, food & beverage, printing/publications, distribution and warehousing, logistics/transportation, manufacturing, airlines, and professional sports & entertainment. There isn't a better partner in the search for qualified executives than one with a deep understanding of diverse business environments gained through first hand experience.

We know the value of our client's time and our process ensures that our clients are presented with only the most qualified professionals. You will never be presented with a stack of resumes nor a continuous line of candidates in-and-out of your door. The candidates you see will have been screened and evaluated against your specific search criteria by our highly qualified staff.



"Aligning HR with Business"



### Our Recruitment Methodology:

We research and identify the most qualified executives for your specific opening based on your criteria and your organization's culture. Our job is to narrow down a long list of possible candidates to approximately 5-8 of the most highly qualified who would also "fit" well within your organization. We consider this to be the most critical component of a search and absolutely crucial to the successful placement of a candidate.

Our Associates identify qualified candidates through various means: direct sourcing, networking, our own resume database, industry-related professional associations, online databases, and advertising – primarily internet-based.

Potential candidates are pre-screened, assessed, and presented to you only after we have determined that each one meets the position requirements, is amenable to the proposed salary and locale, and is interested in interviewing for the opportunity.

Mora&Associates remains in close contact with both client and candidate along the way. In a retained search arrangement, we work with our client companies to secure the candidate's placement within your organization. That includes assisting with negotiations and/or ironing out employment details.

- What is your placement fee?

Placement fees on a retained search range from 25% to 30% of the new hire's initial annual salary based on the specifics of the position. 1/3 of the fee is due upon assignment; another 1/3 is due within 30 days, and the final 1/3 is billed and due in 60 days.

- Will you send us applicants from our competitors?

Your candidate pool will very likely include talent from your industry competitors.

- How many resumes will we receive and when?

Typically, our clients receive 2-3 highly qualified candidates within three (3) weeks. These are applicants who meet the job requirements, are amenable to the proposed salary and location, and are interested in interviewing for your position. Additional candidates are presented based on the feedback provided on this benchmark group if further candidates are required.

- What type of experience does your management team possess?

Our Managing Partner has more than 16 years of successful executive and staff-level human resources experience and holds senior-level certification as an HR professional, SPHR. The majority of our Associates are certified HR professionals, PHR and SPHR, and have between 5 - 10 years of HR generalist and recruitment experience.

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## About Us



### RECRUITMENT

Our operations are based in the Greater Metropolitan Area of Houston, Texas. We recruit talented executives across all disciplines for both domestic and international assignments.

### RETENTION

We also provide resources to both HR professionals and organizations seeking to implement effective in-house long-term talent management strategies. We partner with highly-effective consulting firms who deliver results in human resource strategy development and implementation, organizational alignment and culture transformation.

Human Resources Strategic Alignment— Human Capital/People Strategies. *Mora&Associates*

Next Level — A Fresh Approach to Improving Performance. *Taylor Performance Group*

Organization Alignment—Uncover the barriers to change and create direction for sustainable growth. *Star Performance Group*

#### Company History

Mora&Associates is a woman-owned executive search and consulting firm which began operations in 2007. Our managing partner has more than 16 years of human resources experience with notable for-profit organizations in both publicly-traded and privately-owned.

#### Company Mission

We are advocates for business-driven HR, the complete alignment of Business and HR. Our mission is to effectively close the gap between business operations and HR strategy.

"Aligning HR with Business"

Call us!  
1-877-310-6553, ext. 702  
or visit us on the web: [www.moraHR.com](http://www.moraHR.com)

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