



Find the right fit – the first time.

Recruitment Solutions

Does your HR team have the time to hunt for specialized talent or the resources to reach passive candidates? Can your internal hiring process gauge the real market value of your applicants? Our expert recruiters have personally met, screened and placed thousands of quality candidates. We have the experience – 41 years to be exact – the networks and the proven techniques to find and present the best talent for your business needs and culture. And we do it right – the first time.

The right fit – the first time

For every temporary, contract or permanent placement, we present an average of three candidates. And we usually get it right on the first try, as our approach is tailored to your needs. We pride ourselves on maintaining a 91% first-choice placement ratio with our clients.

Here's how we do it.

We build talent pipelines

BOWEN's strategic sourcing approach has successfully provided visibility into active and passive talent pools and built a strong candidate pipeline to support our clients' unique hiring needs, across all job families and industries, and across Canada.

Maintaining an ongoing database of client-ready talent is a must. Our team, many with corporate recruitment experience, understands this is a critical component to labour pool management. We also tap into multiple applicant channels and networks, which is why we house a candidate database more than 20,000 strong.

Processes that work

Our recruiting experts use BOWEN's proprietary MATCHAdvantage consultative process and client-specific strategies to find right-fit talent aligned to your company culture and business demands.

Our exclusive process ensures consistency throughout our candidate selection process, with a systematic approach to assessing technical and cultural fit that is both quantifiable and repeatable.

Networks with reach

We attract and build a dynamic, diverse pool of talent through connections and communities where our clients do business. BOWEN's referral incentives and word-of-mouth sees candidates returning to us time and time again.

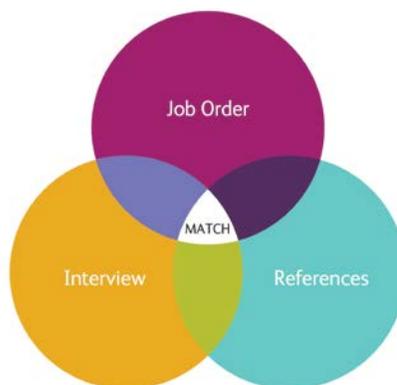
Candidate connections

We build relationships, not files. This approach keeps our candidates engaged and helps us promote skill gain through multiple placements with our clients. Tools like face-to-face meetings and check-ins during assignments help us achieve a 78% satisfaction rating on our annual candidate survey.

Job seekers can also get real world advice from expert recruiters through our LinkedIn forum, [Ask Our Recruiters](#), attend our popular Job Club workshops as seen on Global TV and find tips at [what-works.ca](#).

The personal touch

We meet with each candidate before you even see a resume. Our full-scope recruitment service covers the entire process from pre-screen, interview, online testing and reference checks, through to education and employment verifications.



Solutions that fit you

Our suite of recruitment solutions includes options that evolve with your workforce strategy and business needs:

- | **Strategic sourcing** – for hard-to-find, senior and technical skill sets
- | **Permanent placements** – top candidates aligned to the team dynamics and long-term needs of your business
- | **Temporary placements** – on-demand, placement-ready talent to offset skill shortages
- | **Recruitment Process Outsourcing (RPO)** – on-site support from our expert recruiters to augment your in-house HR team and systems

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What I was most impressed with by BOWEN was their willingness to partner with us, working hard to solve staffing issues and being very flexible with our ever-changing requirements.

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- VP, Energy Company

BOWEN is Your People Partner. We work hard to make your work easier. Connect with us today.