



# COLLABORATIVE SEARCH



## The Problem:

A Challenge to Find Good Talent with Limited Time and/or Resources to Conduct a Professional Search

“I don’t have time to place the ad, sort through resumes, make the calls, do the background checks and interview candidates.”

– COO, Private Country Club

## The Solution:

Through its long-time relationships and professional experience in the club industry, RCS identified that managers were facing a new challenge: TO FIND GOOD TALENT.

RCS addressed the issue by creating The Collaborative Search, the first of its kind in the industry. In our 30+ years of working closely with the leaders of the private club industry, we have seen this trend develop and are proud to be the first to offer a solution. Our method allows clubs to work with a trusted advisor to help operational leaders find quality candidates.

## POSITIONS WE CAN FILL:

- Assistant GM
- Clubhouse Manager
- Director of Catering
- F&B Director or F&B Manager
- Member Service Director
- Executive Chef/Sous Chef
- Banquet Chef
- Director of Agronomy/ Superintendent
- Director of Golf
- Head Golf Professional
- Spa and Tennis Director



## How Do We Do It?

RCS maintains a growing database of talent, both domestic and international, and offers club professionals the opportunity to present their resumes via our Job Board. We actively recruit candidates through our website, social media, and our extensive network of contacts.



- ◆ World-wide Talent Database
- ◆ Sophisticated Technology
- ◆ Custom Candidate Profiling

## RCS Will Provide for Each Candidate:

1. CANDIDATE QUESTIONNAIRE
2. VIDEO INTERVIEWS
3. PERSONALITY ASSESSMENTS

You select the top candidates and conduct the interviews. The Club and RCS check references.

*\*RCS can facilitate on-site interviews for an additional fee.*

## Recruiting for the 21st Century– Why it Works and How RCS Supports You:

Recruiting puts a strain on management and an empty position can hurt the operation. During this time, busy managers need another set of [experienced] hands to fill the position quickly. We look for the PERFECT fit, not just a fit.

We don’t place someone and leave; we provide support as your recruiting partner. Ongoing support is included in the club’s investment.



**MEET BRIAN**– As a former recent General Manager, I have a unique understanding of the challenges facing clubs today and the changing roles of management. I have 15+ years in private club management and spent a significant amount of time searching for talent. The RCS team and I truly understand the importance of finding the right person for the position and will workdiligently to fill your positions. [Brian@ConsultingRCS.com](mailto:Brian@ConsultingRCS.com)

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