



TALENT SUPPORT

Help with everything around the hire

Finding candidates, screening them, sharpening your hiring process or supporting employees through a layoff. Add any of these services to a search, or use them on their own.

4 services

Use one, combine a few or add them to any search

Scoped to you

Pay only for what you need, quoted in writing up front

1 point of contact

One person manages your request from start to finish

1 business day

to hear back from us after you reach out

Four ways we support your hiring

Reverse Sourcing

Best for teams that can interview and hire, but don't have time to find the right people

- Market search and direct outreach to people who aren't on job boards
- A short screen of each candidate for interest, fit and pay expectations
- A list of interested candidates, with a profile and notes on each one
- A weekly update until the list is delivered

Background Checks & Drug Screening

Best for hiring safely and on time, without managing another vendor

- Criminal background checks (county, state and federal)
- Employment, education, license and certification checks
- Motor vehicle records for driving roles, plus drug screening
- Results sent to you, with help on next steps

HR Consulting

Best for growing companies without a full HR team

- Job descriptions, role scoping and pay benchmarking
- Interview guides and scorecards
- A review of your hiring process, from posting to offer
- Offer letters and onboarding plans

Outplacement

Best for supporting employees through a layoff or restructuring

- One-on-one career coaching and interview preparation
- Resume and LinkedIn profile updates
- A job search plan, plus introductions where there's a fit
- Group sessions for larger reductions, by phone and video

Simple to start

01

Tell us what you need

A short call about the service, the people involved and your timeline

02

Get a written scope

What's included, the timeline and the price before work starts

03

We do the work

One point of contact keeps you updated along the way

04

We follow up

We check in after delivery to make sure it worked for you

Works with every Delectus service

Executive Search

Add background checks and onboarding support for senior hires

Direct Hire

Add background checks, drug screening and pay benchmarking

RPO & Project Recruiting

Add reverse sourcing, screening and HR consulting across the project

Founded 2015 · North Carolina · 11+ years of recruiting, talent acquisition and workforce management experience

WOSB

WBE

MBE

SBE

SWUC / NC HUB

Need help around the hire?

Tell us what you need. We'll get back to you within one business day.

[Start a Search →](#)