



Tradewind Solutions LLC

Executive Search

Contracting Creates More Hiring Options

In business, as in life, you're often limited by what options you have available to you. This is especially the case when it comes to securing the best and brightest people to staff your company. The goal, of course, is to recruit and then hire the best candidates and then transition them so they can put their skills to work and make the company more profitable.

Unfortunately, hiring workers on a direct-hire basis *only* often limits your options. In other words, it prohibits you from benefitting fully from what the workforce has to offer in terms of personnel and human capital. However, by hiring contractors to supplement your full-time workforce, you can effectively create more options for yourself and take full advantage of the talent that's available to you.

More options = more flexibility

There are a number of ways in which hiring workers on a contract basis allows you to create these options. In essence, they all involve providing you with access to more of the candidates you want, but without the restraints and costs often associated with hiring them on a full-time basis. First and foremost, contracting helps you to expand your staffing alternatives:

- You'll have access a pool of highly skilled contractors from all across the country.
- Contractors are often more specialized, but unavailable for direct-hire placements. As a result, tapping into their knowledge and skills can only be done through contracting.
- Retiree re-staffing allows you to utilize the expertise of workers that have reached retirement age without affecting pension and benefit plans.
- Through 1099 conversion, independent contractors can become W-2 employees of a back-office service provider for the purpose of Internal Revenue Service (IRS) compliance.
- You'll be able to reduce your administrative responsibilities . . . not to mention associated costs.

The creation of these options through contracting can provide you with much needed **flexibility**. No matter what your specific situation, alternatives such as contract staffing can serve to greatly alleviate hiring pressures due to economic complexities such as budget constraints.

A 'one-stop shop'

These days, time is just as much of a precious commodity as cash flow or other valuable resources. Companies can't afford to waste time in any of their various endeavors, and this includes the hiring of important personnel. The hiring process is often wrought with time drains, which serve to severely hinder productivity in a number of different ways.

When you work with a recruiting firm that offers **both** direct-hire and contract staffing services, you have access to a "one-stop shop" for all of your needs. You don't have to make an endless number of phone calls in order to find the people you need and hire them in the manner that makes the most sense. By engaging in this type of relationship, you can maximize not only your time, but also your opportunity to find—and then secure—the best and brightest candidates in the industry.



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