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CLARITY HUMANITY PURPOSE

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We Are A Woman-Owned Recruiting Agency

ESTABLISHED IN 2000

Team Clarity is comprised of experienced recruiting leaders with extensive industry expertise and networks.

Our recruiters are trained to source candidates from a wide variety of established and emerging funnels. In doing so, we are well-equipped to foster the strategic growth of diverse and inclusive teams.



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We Recruit Across The Following Practice Areas:

ADMIN

HR

FINANCE

CREATIVE

LEGAL

TECH

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We Build Better Teams

OUR MISSION IS TO BUILD BETTER TEAMS — PERIOD.

We genuinely care about helping people, and we take a thoughtful approach to placing the best talent at the Nation's best companies. We believe that strength lies in diversity, and that leadership can only be as strong as their supporting teams.

We can't wait to help your team grow!

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How We Do It

01

Discovery

We will lead a kick-off with you to learn the specifications of your open roles, optimal candidate qualifications, and what your company culture is like.

03

Interview

Our recruiters meet all candidates in order to screen and qualify. We'll send you the best matches for your role(s) so you can select who you'd like to interview.

2

Deep Dive

The designated recruiting team — temp or direct-hire — will then activate their expansive networks to identify qualified talent.

4

Placement

We coordinate interviews, collect feedback, offer counsel and -ultimately- navigate and deliver a job offer to your top pick!

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Direct-Hire Terms

Placement fees are relative to first year's salary. Salaries are calculated by required level of experience and skills needed for the role. We are available to provide salary recommendations and fee quotes based on market rates on an individualized basis as needed.

If you are not satisfied for any reason with 90 days of a placement, we will replace the candidate or provide a pro-rated refund of the placement fee relative to days worked.

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Temp / Temp-To-Hire Terms

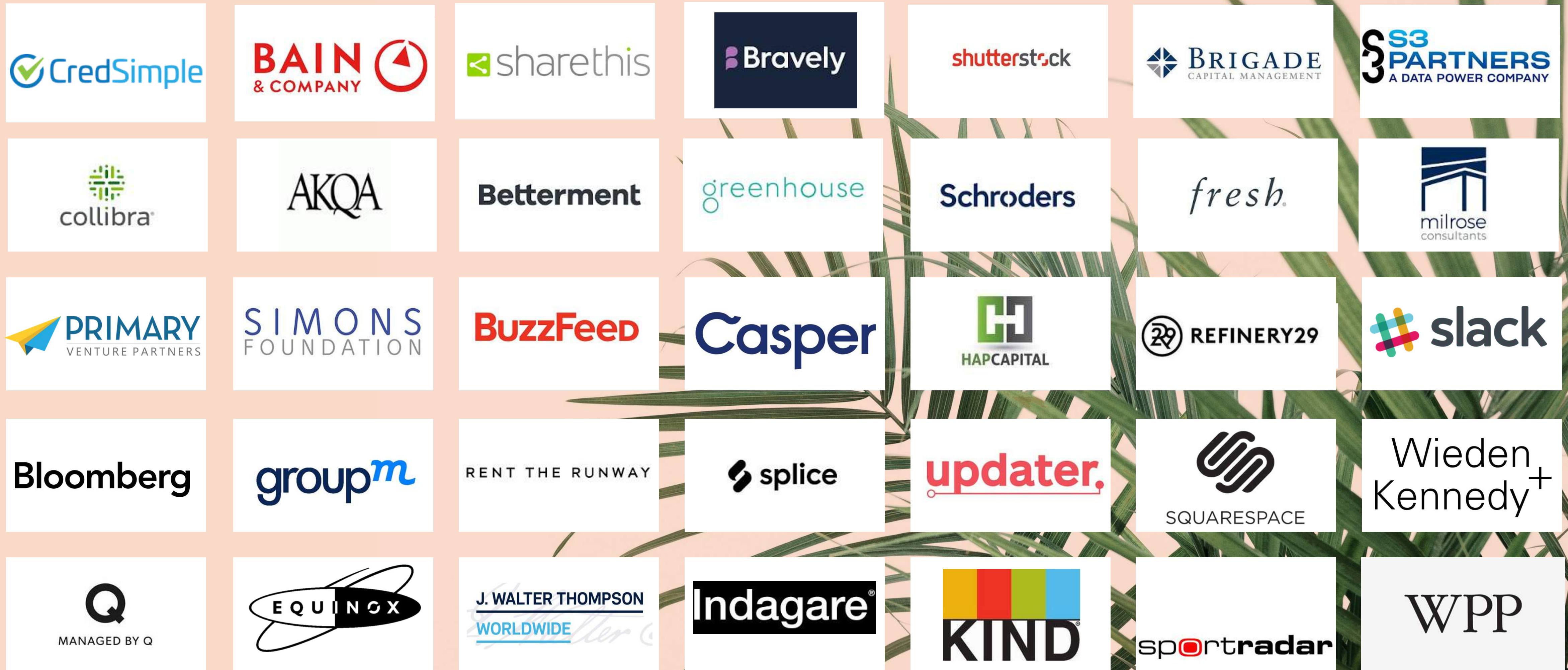
Hourly Rates + Mark-Up Vary by Role and Experience Required

THE MARK-UP INCLUDES:

- Payroll tax + processing fees
- Employee taxes
- Unemployment tax
- Benefit compliance reporting costs
- Clarity operational costs
- Sexual Harassment Training
- Workers compensation insurance
- Disability insurance
- General liability, cyber insurance
- Transit benefits
- Paid sick time + paid family leave



Teams We've Helped Build:



Recent Placements

ADMIN

- Executive Assistant To Ceo
- Chief Of Staff
- Receptionist
- Administrative Assistant
- Office Manager
- Marketing Assitant

HR

- Director Of Talent
- Chief People Officer
- Vp Human Capital
- Hr Business Partner
- Talent Capital Director
- Head Of People
- Hr Generalist

CREATIVE

- Graphic Designer
- Project Manager
- Communications Manager
- Brand Director
- Marketing Manager

FINANCE

- Chief Financial Officer
- Controller
- Fund Accountant
- Business Development Analyst
- Investment Banker

LEGAL

- Contract Attorney
- General Counsel
- M&A Partner
- Corporate Associate
- Legal Admin Assistant
- Paralegal

TECH

- Wordpress Developer
- Senior Developer
- Desktop Support Analyst
- Engineer
- Data Scientist
- Ui/Ux Designer

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We Are Recruiting Leaders With Values

Our core values start within our walls, and permeate every relationship and team that we build.

CLARITY

It's no coincidence that this is our namesake value! We engage in transparent, face-to-face communication that cultivates meaningful long-term relationships with clients and candidates. We believe honesty is the best policy.

HUMANITY

We are committed to ensuring that no candidate or client feels like a number. Our approach is tailored and human-centered, and we couple empathy with our strategies at all times.

PURPOSE

We care about people, and we believe all people deserve access to resources that can help them build their dream team, or become a part of one. Our purpose is to be one of these resources for as many people as possible.

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The Clarity Commitment

Learn about our Pillars of Action for Building an Antiracist Recruitment Community:

EXCLUSIVELY ENGAGING IN NON-DISCRIMINATORY RECRUITMENT PRACTICES

We continuously evaluate our internal recruitment processes to ensure equal opportunity for all Clarity job applicants. In addition, we are trained to communicate our anti-discriminatory process to all clients + candidates that work with us, existing and new. Period.

EDUCATING OURSELVES and LEARNING FROM EXPERTS

We hold space within our Clarity U programming to foster continued learning. We include external experts and educators into our learning community to provide continued education on unconscious bias, how to be antiracist, and how to strive for equity in all we do, and to help us understand best practices on allyship in the workplace.

SPEAKING OUT and ACTING OUT AGAINST RACISM, BIAS (unconscious, implicit + overt), and DISCRIMINATORY BEHAVIORS

Leadership will facilitate reporting of incidents within our walls as well as during conversations with clients, candidates, vendors and partners, in order to ensure no bad seeds inhibit our collective growth as a Team. We are distributing new ground rules internally, which will also be among the first processes taught upon onboarding new internal Team members.

MAINTAINING A SAFE SPACE FOR OUR TEAM TO COMMUNICATE + REFLECT

We will ensure all voices are heard in a manner that is comfortable to all Team members. We will continue to host Team dialogues, one-on-one meetings with leadership, and provide tools for anonymous reporting and/or submissions of suggestions, to accommodate individual, preferred communication styles.

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We're Qualified Diversity Recruiters

Our recruiters, account managers, Team Leads and Directors
are trained and certified in diversity recruiting

Learn More: [Jennifer Tardy Consulting](#)



 Jennifer Tardy Consulting



LIVING

Five reasons why you should work with a job recruiter

By Lambeth Hochwald

September 25, 2022 | 8:00am



MANAGE IHR TOP10 TEMP STAFFING SERVICES PROVIDERS - 2023

Clarity Recruiting

Prioritizing Human Connection Behind Every Resume

Companies often seek temporary staff to tap into specialized expertise during critical development phases, or to fill in gaps during transitions and leaves of absence. However, businesses are concerned that these candidates may opt for permanent employment elsewhere before their contract ends.

Clarity Recruiting, a certified women-owned enterprise, solves for this common concern. The boutique agency focuses on connecting businesses with candidates looking specifically for short-term assignments that align with their career goals. It also provides temporary-to-permanent and direct-hire solutions for its clients through its extensive referral network.

“We are confident in our ability to source and recommend talent that is open to, if not actively seeking, shorter-term commitments,” says Moira Dorst, CEO of Clarity Recruiting.

Clarity prioritizes the human connection behind every resume. Instead of relying on automated AI-based screening, Clarity’s team of skilled recruiters initiates the hiring process by engaging in extensive and meaningful conversations with candidates.

The screening process involves in-depth video interviews with

navigate periods of rapid expansion, and the need to immediately fill skills gaps on teams during transition phases.

Clarity has recently supported a client’s growth goals by increasing their workforce from 40 employees to 300 in just 18 months.

Clarity is also a true partner to clients. Another recent client assumed they needed a permanent hire to cover an executive on leave, but Clarity advised that they pursue a temp-to-permanent solution instead. This alleviated the pressure to find a perfect long-term hire immediately, while simultaneously filling an urgent need and skills gap. The approach worked well, and the candidate was eventually offered a permanent position approximately a month after the client returned.



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Explore Specialized Services:

Executive Recruiting



visit:

clarityrecruiting.com/executive

Technical Recruiting

cleartech



visit:

www.cleartechrecruiting.com

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**We Look Forward To
Kicking Off A Tailored
Search For You!**

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Thank You.



CONTACT:
MOIRA DORST
212.404.7506

MOIRA@CLARITYRECRUITING.COM
WWW.CLARITYRECRUITING.COM