



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 Delectus search, or use them on their own.

4 services

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

Scoped

Pay only for what you need, quoted in writing

1 contact

One person manages your request start to finish

Fast reply

We get back to you within one business day



Reverse Sourcing

We find them. Your team hires them.

- Market search and direct outreach to people not on job boards
- Short screen for interest, fit and pay expectations
- A list of interested candidates with notes on each
- Weekly updates until the list is delivered



Background Checks & Drug Screening

Hire safely and on time, with FCRA consent and notices handled

- Criminal checks (county, state and federal)
- Employment, education and license verification
- Motor vehicle records for driving roles
- Drug screening, with results sent to you



HR Consulting

Practical help for growing companies without a full HR team

- Job descriptions and pay benchmarking
- Interview guides and scorecards
- Hiring process review, from posting to offer
- Offer letters and onboarding plans



Outplacement

Support for employees through a layoff or restructuring

- One-on-one career coaching
- Resume and LinkedIn profile updates
- Interview preparation and a job search plan
- Group sessions for larger reductions

How it works

01

Tell us what you need on a short call

02

Get a written scope, timeline and price

03

We do the work, with one point of contact

04

We follow up to make sure it worked

Certified diverse supplier

Work with us toward diverse supplier and subcontracting goals.

WOSB

WBE

MBE

SBE

SWUC / NC HUB

About Delectus

Founded 2015 · Burlington, NC · 11+ years of recruiting experience · Candidates placed in all 50 states

Need help around the hire?

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

delectusrpo.com/start-a-search