



RECRUIT **ABA**

About Us

Founders and Siblings, Taylor Pearce (BCBA) and Chad Pearce formed Recruit ABA with the goal of blending behavioral health expertise with recruiting expertise to create a specialized recruiting firm. Recruit ABA's niche is in working with companies that focus on children with Autism using Applied Behavior Analysis (ABA) Therapy.

At Recruit ABA, our focus is on relationships for the long term. The relationship between Recruit ABA and our client are paramount and key to our shared goals. We provide a tailored approach to our services to meet the needs of our clients. We understand that each search is unique and



Chad Pearce

Chad oversees day to day operations for Recruit ABA and provides strategic direction. Prior to Recruit ABA, Chad founded WRS Recruiting, a successful boutique recruiting firm specializing in veteran recruitment. Before his work at WRS Recruiting, he spent 20 highly decorated years of service in the United States Air Force, retiring as a Chief Master Sergeant, the highest enlisted rank in the Armed Forces. Chad holds a Bachelor of Arts Degree from Ashford University in Organizational Management.

Taylor provides Strategic Direction and leads business development for Recruit ABA. Since becoming a BCBA in 2012, she has developed a wide range of experience working in the fields of special education, supported living services and Applied Behavior Analysis. Taylor has worked with children, adolescents, and adults with developmental disabilities since 2005 when she started her career as a special education teacher. Taylor graduated with a Bachelor's degree in Child and Adolescent Development and went on to earn a Master's degree in Human Behavior. She has experience as a direct service provider, consultant, parent trainer, supervisor, recruiter, staff trainer and she currently holds the title of Director for an ABA agency. In her role as Director, she functions in a variety of areas including recruitment, hiring and training of direct and supervisory level service providers, conducting functional behavioral assessments, behavioral consultation, early intervention, development and ongoing oversight of behavior analytic programming and RBT/ BCBA supervision.



Taylor Pearce, MA

WHY Recruit ABA:



Hiring is hard. Our team has over 100 years of combined experience in the recruiting field and 20 years of hands-on behavioral health experience. With our in-depth understanding of the behavioral health industry we have created a highly trained recruiting team that understands your needs and can provide the quality of candidate you need to grow your business. Navigating the ever changing workforce is hard - let us handle the sourcing, interviewing, and hiring process.

The numbers speak for themselves. We have a deep pipeline of vetted supervisory, direct care, and support staff candidates ready to go! We have a 90% fill rate for all positions, most in under 4 weeks.



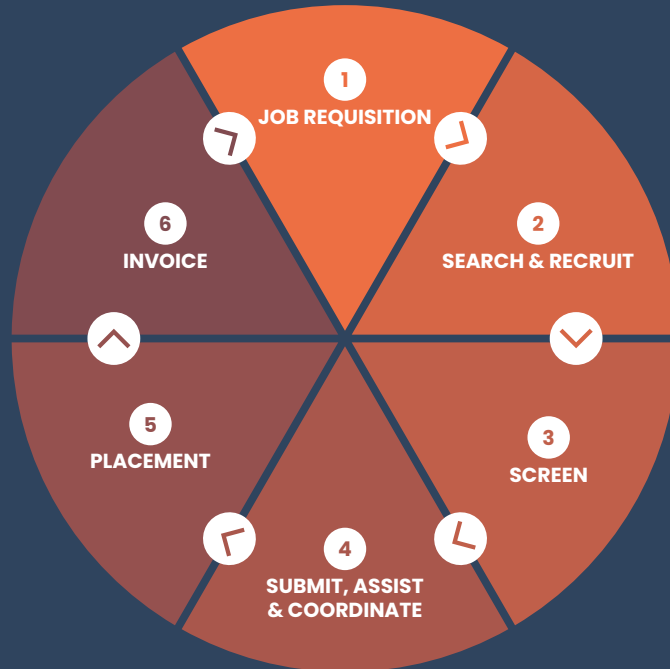
Our "Recruit to Retain" mindset enables us to deliver candidates with the required technical skills, as well as the right soft skills and commitment level for a strong cultural fit. We understand the business, with over 20 years of experience in the behavioral health industry we have created a highly trained recruiting team that understands your needs.

We believe in what we do. We are confident in what our candidates bring to your organization, so we offer up to a 6 month year new hire guarantee.



Recruit ABA works with the highest caliber of behavioral health talent across the nation! Our skilled team of recruiters work with both passive and active candidates looking for their next opportunity with YOU, our Client. Our skilled recruiters are active on multiple platforms daily to connect with

The Recruit ABA Process:



1 JOB REQUISITION:

- Coordinate with HR to receive job description and ideal candidate profile.
- Understand clients priorities, process and all pertinent information.

3 SCREEN

- Thorough vetting process in place to make sure client technical and cultural requirements are met.

5 PLACEMENT

- Partner with HR to extend offer or notify of non selection.
- Coordinate with new hire for background check, physical and any other conditional requirements.

2 SEARCH & RECRUIT

- Source resumes databases / internal database.
- Advertise on the Recruit ABA website and social pages.
- Promote positions at recruiting events.

4 SUBMIT, ASSIST & COORDINATE

- Resumes submitted in standardized format to meet client expectations.
- Partner with HR to coordinate interview.

6 INVOICE

- Invoice according to contractual agreement.

Up front flexible pricing terms within 3 categories.

Retained Search

Discounted and prioritized search.

15% of candidates annual salary, 120 day guarantee

Retained Fee *\$3,000 paid Net 30 from search start and credited
towards total fee amount

Engaged Search

19.0% of candidates annual salary, 120 day guarantee

Engagement Fee * \$1,000 paid Net 30 from search
start and credited towards total fee amount

Flat Fee - Direct Care

Our team provides full "internal recruiter" outsourced support to assist with direct care staff. We will handle all aspects of the search, marketing, job offer, salary negotiations and all logistics up to start of employment.

- Minimum 2 month contract



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 Learn More!



 Schedule A Call