



TALENT MARKET INTELLIGENCE - PROJECT CHARTER

Hiring for critical or niche roles shouldn't feel like guesswork. Our Talent Market Briefs give you a clear, data-driven picture of your market before you open a single req. We blend recruiting strategy, analytics, and storytelling to eliminate hiring uncertainty and uncover actionable intelligence your business needs

DECODE THE ROLE

We start with a deep dive into your business need — not just feeding ChatGPT your job description.

By unpacking technical scope, market expectations, and culture fit signals, we define what the best match looks like for your business

MAP THE MARKET

Using a mix of live hiring data, talent intelligence tools, and competitive benchmarking, we map your market.

This shows you the big picture — how deep the talent pool is, where the best candidates work today, and what it takes to attract them

DATA TO STRATEGY

We turn analytics into practical hiring playbooks — clear visuals, competitor insights, and recruiter actions.

Each report contains tailored advice on sourcing priorities, hiring manager enablement, and alternative paths such as relocation or adjacency hiring

OUR METHODOLOGY

Our approach bridges the gap between raw data and real-world hiring. Traditional market reports tell you what's out there rather than give practical advice; our briefs tell you what to do next. They are fast and immediately actionable, designed to guide decisions

Week 1 — Decode the Role:

Kick-off & Role Alignment : Deep dive with stakeholders to define success profile and top-talent criteria.
Market Definition & Prioritization: Identify target geographies, skill sets, and top hiring priorities.

Deliverable: Preliminary market snapshot (talent size, locations, top employers, potential tail- & head-winds).

Week 2 — Map the Market:

Data Sourcing & Competitor Mapping: Pull live data from talent intelligence tools, industry databases, and company hiring trends.
Analysis & Visualization: Build visuals showing talent depth, migration, and competitor clusters.

Week 3 — Data to Strategy:

Strategic Recommendations: Translate data into tactics fit for your team, relocation options, and hiring manager enablement ideas
Report & Review: Deliver full Talent Market Brief + live walkthrough session.

Deliverable: Final brief (executive presentation and full research scope, visuals, and action plan).

WE CONNECT YOU WITH
AMAZING TALENT, ANYWHERE