

The Commitment

To RUBICON, candidates are professionals, and should be treated accordingly. Being industry specialists, we intend to focus in your vertical markets for the long haul and, therefore, seek to build a healthy business relationship with you. Hence, like the value of a diamond, our associations are founded upon the principles of the four “C”s: Consideration, Confidentiality, Counselling and Closure.

I Consideration

We respect each candidate as an individual and aim for a win-win-win situation for all, i.e., the involved parties of employer-candidate-consultant. Hence we will invest the necessary amount of time and effort to get to know and understand you, including your interests, motivations and aspirations.

II Confidentiality

All information gathered and discussed will be treated with the utmost discretion. Resumes are not presented without your knowledge. To avoid unnecessary sensitivities, we do not check references with current employers, unless you strongly advise otherwise.

III Counselling

How your experience matches and/or exceeds the expectations and requirements of the role will be reviewed with you, including any reservations and concerns that you may have. Where necessary, we provide career management, development & transition guidance, “hand-holding” during the resignation and counter-offer stages, and assimilation assistance in the new role. Additionally, our affiliate is able to consult on personality and psychometric profiling requirements if so desired.

IV Closure

Ultimately, we would be absolutely pleased to assist and advise on the final negotiation and offer acceptance from the prospective employer. Then again, prior to that, we would have already guided you through the exciting journey of exploring the opportunity effectively, e.g., by conducting meeting preparation and debrief sessions. And, if the match is not forthcoming, at any stage of the process, you will be kept duly informed. Even so, we look forward to contacting you at an appropriate time in the future with a role that could help you move forward in your career.