

The STG Recruiter: A Career Ally for Life

In the fast-moving world of tech, a recruiter is often seen as a means to a job. But at STG, a recruiter is something much more: a career ally—someone who remains in your corner throughout your entire professional journey.

From the first conversation to your tenth career move, the STG recruiter is with you, actively working to open new doors, increase your marketability, and align your opportunities with your aspirations.

One Relationship. Many Opportunities.

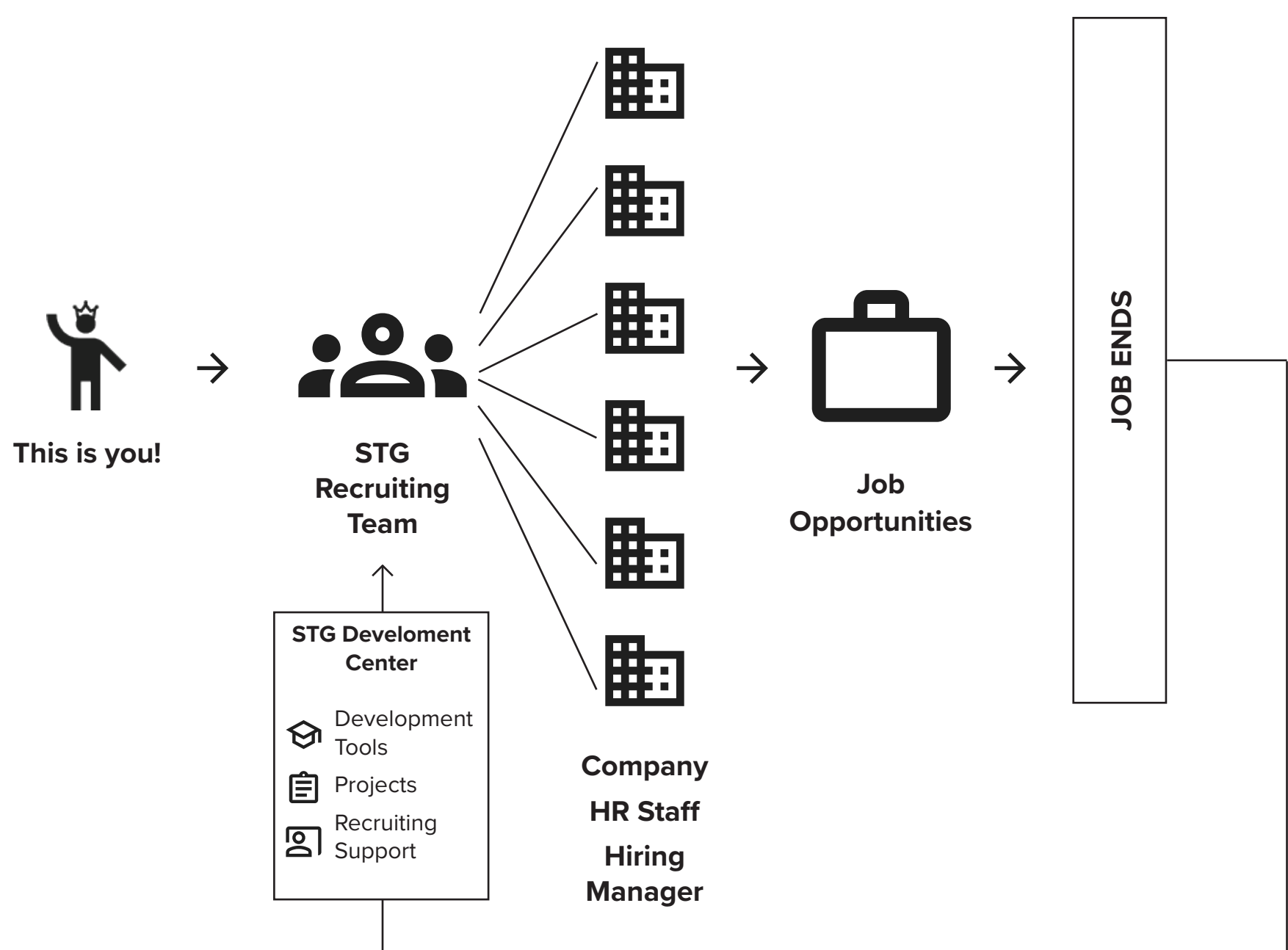
When an IT professional first connects with an STG recruiter, it might look like any other conversation about work experience and job roles. But that's just the beginning.

Your STG recruiter isn't simply filling a role—they're beginning a relationship. And in that relationship, your goals, your growth, and your success become the mission.

That journey can unfold in a few different ways:

- **Direct Hire Placement:** Your recruiter might connect you with a company where you'll become a full-time employee. Even then, your recruiter stays in touch, ready to help if things change—or if your ambitions outgrow your current role.
- **Consulting Engagement:** You may also enter into a consulting engagement relationship where you're an employee of STG working on projects with one of our clients. In this case, you're part of both STG and the client's team—and your recruiter plays an ongoing role in ensuring your engagement is successful and that your next opportunity is already in motion.

The Recruiting Journey: A Step-by-Step Career Partnership



Here's how STG recruiters guide your journey:

1. Discovering Your Potential

You and your recruiter explore your skills, experience, and passions. Together, you identify your best-fit roles, whether on the open market or within STG's existing client base.

2. Launching the Hunt

Your recruiter actively searches for the right opportunity—not just any job. With deep insight into client cultures, hiring manager preferences, and job requirements, they'll find a role where you'll shine.

3. Interview Support

Recruiters coach you for interviews, drawing on insider knowledge about each client. Whether it's tailoring your resume, running mock interviews, or prepping for specific personality dynamics, they help you show up as your best self.

4. Placement and Support

Once placed, your relationship with STG doesn't pause. You continue working with a Success Manager. Success Managers are assigned to consultants to help ensure their success. Consultants may also engage with STG's Technology Groups for support and sharpening their skill set. Whether you're solving technical challenges or planning your next career leap, your team is here to help.

5. Career Development Along the Way

After being hired on at STG for an initial engagement, in addition to the support of a Success Manager and access to Technology Groups, consultants have access to other career development resources including the STG Development Center. The STG Development Center is a robust learning resource filled with courses, certifications, and projects to help you level up. Your recruiter will even recommend specific trainings that will help increase your marketability.

6. Between Engagements? Still Supported.

When a project ends, the support doesn't. If you're a co-employed consultant finishing a client engagement, your recruiter picks up the baton again—scouting for new opportunities while you stay sharp in the Development Center.

- Highly marketable consultants may even be compensated while participating in Development Center activities.
- All consultants, regardless of market conditions, retain full access to learning tools, developmental projects, and recruiter support.

In both cases, the STG recruiter is at the center—re-engaged, energized, and ready to find your next great role.

Your Career. Our Commitment.

The STG recruiting model is built on relationships, not transactions. Our recruiters are not just helping you get hired—they're part of your Career Development Team, working closely with Success Managers and leveraging all of STG's resources to advance your career, year after year.

In a world where tech evolves quickly and career paths aren't always straight lines, it's powerful to have someone in your corner who knows your history, understands your goals, and keeps the opportunities coming.

So when you think about your next step in IT—think beyond the next job.

Think about your next partner in growth.

Think STG.

