

# Perfect Career Match

**Miriam Dushane, PHR,**  
**Division Manager**  
**Staffing & Executive Recruiting Division**  
**Linium, LLC**

## Success Magazine: What does Linium do?

Miriam Dushane: We provide professional recruitment/staffing and information technology consulting solutions to organizations both on a local and national level.

## SM: In what areas does Linium provide recruitment services?

MD: Linium provides temporary, temporary to direct hire, and direct hire recruiting solutions. We locate and place talent in the areas of information technology, engineering, science, administrative, accounting, and finance.

## SM: What sets you apart from your competition?

MD: Linium provides a custom recruitment campaign to each and every client. We look beyond the job description and the resume to find the chemistry between the candidate and the organization. Finding a skill-set is the easy part; making that perfect match and fitting the last piece of the puzzle in place so a company can thrive is the key.

We provide unmatched customer service. We stand behind our services and referrals with the strongest guarantee offered in the industry. With these challenging times, we have many programs and services available to match any client's needs and budget.

We have recently launched a new Service Plan program allowing our clients to choose the services, fee structure, and a guarantee that best fits their needs. We also launched a program called Source Plus that allows a company to maximize their recruiting budget and outsource the back end recruiting process that can be very time consuming and expensive. We hope to break the mind set of a "traditional recruiter" and show the public we have innovative programs and services available to all companies large and small.

## SM: Why would someone want to work with Linium?

MD: We have been providing recruiting and consulting services to the Capital Region for nearly ten years. Our team consists of local talent that bring years of experience in the area of specialty that they recruit for. We can provide a pulse on this marketplace, find talent quickly, and if a search requires national outreach, we can sell the Capital Region to anyone because we live here and can speak of its virtues and benefits first hand.

We take pride in our work and we do deliver results. We provide an in depth screening process. This includes behavioral interviewing, professional references, education verification, and drug screening. Criminal background checks are standard for everyone we place, even that temporary need for one day. We build strong relationships with our talent pool, and we truly care about their job search and finding them the right fit. This has resulted in a robust network of referrals and clients that turn to us consistently to assist them in their employment needs.



## SM: What would be your best advice about the current economy and job market?

MD: For a job seeker, I would say first—hang in there! I have seen many economic ups and downs and my experience has been that it always improves with time. Work with a reputable recruiter who has good connections, has been in business for a substantial period of time, and who has your best interests in mind. You must also take ownership. Recruiters can do a lot but

we can't know everyone in every company, so you need to be doing your own search, networking with your contacts, and also communicating with your recruiter on your job search. Use your recruiter as a resource. If they have your best interest in mind, they will be a useful guide in the marketplace and will leverage their connections to give you as much exposure to a potential employer as possible.

For a company seeking an employee, I would say—don't rule out a recruiter! The myth is that recruiters come with a high price tag. Linium has developed many programs and services that will meet your needs—finding the best talent while saving you time and money. All our searches are free, clients only pay if they hire a Linium referral, and we have access to a whole network of passive candidates that will not be posting their resumes or looking at job postings.

If a company truly wants the best, they should keep an open mind. Often, clients are spending far too much money to hire one employee. If they worked with a recruiter, they would be taking advantage of all the resources a recruiting firm has in place, jobs would be broadcast to a wider audience, and the placement is guaranteed. We take the headache away. We handle all of the logistics—providing evaluated, qualified candidates that want to work for your company. Job boards and newspapers just can't do that!

*Your Business Depends On Professionals...  
Our Business Is Professionals.*

temporary | temporary to hire | direct hire



**For more information contact:**

Staci Grandy at 518.689.3147 or [Staci.Grandy@linium.com](mailto:Staci.Grandy@linium.com)

**LIINIUM**  
[www.liniumstaffing.com](http://www.liniumstaffing.com)