

FAQ's

If you have any further questions after reviewing these FAQ's, just email mail @ spectra-az.com (remove spaces) for immediate answers.

Q. Is there a fee to use your services?

A. We provide a contingency-based fee which means that we are paid by our client companies when they successfully hire one of our candidates. Our applicants **NEVER** pay fees. We ask that our applicants follow our instructions following our interview prep and/or discussions following any interviews.

Q. Where are most of the jobs usually located?

A. Our job opportunities are nationwide and we try to accommodate the relocation preferences of our applicants. Spectra loves working in the Sunbelt states and west of the Mississippi primarily because it is easier to move applicants from one Sunbelt state to another vs. moving someone from warm weather to cold weather; i.e., CA to NY.

Q. What type of candidates do you work with?

A. Our niche specialties include CPAs, Accountants, Financial Managers, Retail Managers, Healthcare, Information Technology, Social Media, Human Resources and Manufacturing. With over 900 executive recruiters in our network, we can refer any other applicants to a specialist handling their particular industry or job title.

Q. What type of job searches do you handle?

A. Most of our job searches will be for direct hire full-time positions but we also handle contract placements and part-time placements – and most are with a good salary and benefit package or hourly contract.

Q. How do I work with Spectra for my next career move?

A. If you would like to establish a personal relationship with one of our Spectra recruiters, follow these instructions:

- [Click here to upload your resume and cover letter](#) and include the following answers in your email: (1) Reason for your current job search, (2) Minimum salary for exploring job listings matching your background/credentials, (3) Relocation preferences if any, (4) Compensation history for last 3 years – list base separately from commissions/bonuses and, (5) List at least 3 'bulleted' strengths/accomplishments/selling points related to why you would be an excellent hire for your next employer.
- If your background/credentials match one of our current job searches, one of our recruiters will follow up with further directions. They will be your main contact for your career transition.
- If your background/credentials do NOT match one of our current job searches, we will offer you the opportunity of uploading to our network of over 900 nationwide executive recruiters. None of know exactly when/where your next career opportunity may happen.