



EMPLOYER QUICK START GUIDE

Helping you secure the right talent to build better teams that make better games.

2021



ABOUT US

Since 2000, DAM's mission has been to fuel the growth of the games industry, helping studios like yours to secure the talent they need to build better teams that make better games.

From early-stage start-ups to industry juggernauts, we've been privileged to help shape some of the most successful, respected game development studios across the nation, and we look forward to leveraging our connections and experience to support the growth of your team as well.

TALENT READY.

Everyday, our team of knowledgeable recruiters meaningfully engage with games industry professionals, proactively building relationships and good will with qualified talent across all game development disciplines.

So whether it's a 3D Environment Artist with strong PBR skills you're looking for, a Mission Designer with AAA title experience, or a hands-on Engineer that's architected highly scalable distributed systems & who's ready to take the next step in her career, it's likely we already know just the candidate and are ready and eager to put you in touch.



Learn more about how DAM is equipped to help you, here: [Getting to Know DAM.](#)



THE GAME PLAN

Step One



Select a Service Solution & Sign Our Agreement

Step Two



Schedule a Kickoff Call with a DAM Account Manager

Step Three



Review Candidate Resumes & Portfolios

Step Four



Schedule Interviews & Provide Feedback

Step Five



Extend Offer, Hire/Onboard, & Celebrate!

SERVICE SOLUTIONS

The first step to ensuring a successful start to our partnership is to identify how DAM can serve you best. DAM proudly offers varying levels of recruiting support and service solutions, customizable to suit a business at any stage of growth.



CONTINGENCY SEARCH

DAM works tirelessly to help clients find the right person for the job. Placement fees are not collected until the candidate has started employment.



RETAINED SEARCH/RPO

For your more substantial hiring needs, DAM's Retained Search/RPO option offers a customizable plug 'n play recruiting solution that goes a step beyond our contingency search to provide dedicated recruiting support and a customized recruiting strategy. Once we've evaluated the size and scope of your hiring needs, we'll generate a proposal to align with your specific requirements and timetables.



EXECUTIVE SEARCH

For Director, VP and C- level searches, DAM provides exclusivity and discretion to source, engage and onboard the types of game changers that will lead and inspire your team to success. Ensure that your studio's story and unique opportunity is being heard by a carefully sourced and prequalified list of executives.



KICKOFF CALL

Once you've selected a recruiting service solution that best fits your needs and have a signed DAM recruiting agreement in place.. **LET THE GAMES BEGIN!**

One of DAM's seasoned Account Managers will reach out to schedule a call with you, wherein we'll establish mutual expectations and align on the positions you've assigned us.

Below are the areas you can expect we'll cover to ensure a smooth kickoff to the search:



ROLE & RESPONSIBILITIES

- Typical day in the life...
- Accountability to the Project/Team/Company



KEY SKILLS & QUALIFICATIONS

- Project/Genre/Platform Experience
- Technology, Education, & On-the-Job Experience



TEAM DYNAMIC & COMPANY CULTURE

- Reporting Structure/Company Hierarchy
- Company Culture



COMPENSATION & BENEFITS

- Target Salary Range
- Health Coverage, Bonuses, Long Term Benefits, Perks, etc.



ADDITIONAL DETAIL

- Current Pipeline Status
- Benchmark Candidates

RESUME & PORTFOLIO EVALUATION

DAM's recruiting team will strategize on how best to market your opportunities to our current candidate base and bring additional talent into the fold, as needed. You can expect to begin receiving resumes and portfolio submissions to review for your highest priority roles within 24 hours following our kickoff.



EVALUATION & FEEDBACK

Your timely feedback on each resume submission will help us to further refine our search and determine whether we are on the right track or how we should augment our approach to hit closer to the mark.

CANDIDATE BIOS

A brief biography will accompany each resume submission, and will highlight key information such as the candidate's core areas of expertise, gameography, salary requirements, their reason for looking for a new job, among other pertinent details.



CANDIDATE INTERVIEWS

Once you've identified candidates of interest, DAM will work with your team to set up & facilitate the interview process.

Whether it be an initial phone screen, a virtual conference call, a live technical assessment, or a meeting on-site, you can rely on your DAM Account Manager to run point on the following:

- Gather Candidate availability
- Confirm interview dates & times
- Relay contact and/or location information
- Collect signatures for NDA's or other necessary documentation
- Set the appropriate expectations
- Ensure the Candidate is well-prepared to present him/herself effectively and successfully completes the interview process



INTERVIEW FOLLOW UP

After each interview, your DAM Account Manager will follow up with your team to gather your feedback, as well as to share any worthwhile takeaways from his/her debrief with the candidate.

EXTENDING OFFERS + ONBOARDING NEW HIRES

The time has come! Our combined efforts have paid off and your next move is to extend a compelling offer to the candidate you've set your sights on. Whether this is offer #3 or #300 for you, DAM can provide critical insight and can serve as a reliable source of advice to ensure a successful outcome for both you and your desired candidate. Cut through the noise quickly and get valuable intel on key areas, such as:

TIMING

Does the candidate feel adequately informed and excited to make their decision? What outstanding questions/concerns does the candidate still have and how/who might be best to address them?

VALUE

What does the candidate's ideal compensation package entail, now – all things considered? i.e., Would the candidate value a partial-remote work option over a sign on bonus option?

LOGISTICS

Is relocation assistance needed? How soon can the candidate start? When should the offer deadline be set?

ADDITIONAL KEY CONTEXT

Does the candidate have competing offers in the works? Do you/the candidate have spousal buy-in or what else may be needed to obtain it? What's the likelihood of a candidate to accept a counter-offer?

Once your candidate accepts, we can help connect them with your HR team, your contracted moving companies, and provide general onboarding assistance as needed.

celebrate the
WIN!

CONTACT US

Ready to get started? We're ready to help.
Reach out to us.

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