

Retained Search

Prospective candidates that possess specific skills and experience, as well as industry leaders are often "inactive" whereby they are in employment and not necessarily looking for new roles and opportunities.

As a result campaigns which proactively target this candidate pool bringing exciting opportunities and career challenges hold a distinct advantage over standard agency practices such as database and job board reliance.

What is the service differentiator between retained search and contingency recruitment?

By outsourcing the selection of candidates you create a massive time and money saving.

We liaise with the Line Management to ensure we have details of wants and needs, culture and fit of the team and business alongside the hard facts of the job description.

We fully reference and qualify potential candidates, where possible with face to face interviewing, we conduct the first round interviewing - leaving only competency based interviewing to the client, this massively reduces time spent by line management.

What team is in place to ensure campaign success?

Our Consultants have solid track records of delivering recruitment solutions to specific vertical markets. You will already be in contact with this Consultant and have an established relationship built on trust and integrity. To support the Consultant you will also have access to the Market Sector Director.

In addition, supporting the Consultant and Director we offer access to our research team; we employ a research team of Consultants trained to identify potential candidates from varied sources. When retained on an assignment we propose to assign a dedicated team which will be dependent upon the scope and scale of the search assignment.

So how does the retained model differ from traditional search?

We offer a part payment model which shifts the emphasis onto success. The retainer is non refundable but is deducted from the final fee, therefore the Consultant is incentivised to successfully fill the role to realise 100% of the fee.

Why pay the upfront retainer?

This secures the services of the Consultant and dedicated research team and "leap frog's" your vacancy to top of the list buying in all parties, creating a form of contract to gain a successful result.