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# How I work: retained search, on one page

## The model

You engage one recruiter, properly, and that recruiter is accountable for filling the role. No agencies racing to send CVs. No speculative shortlists. The fee is agreed before work begins and paid in two stages: 40% to begin the search, 60% on placement. As a guide, sales, commercial and technical searches are 20% of salary. Leadership and board appointments are scoped to the brief. No surprises, nothing hidden.

## What every search includes

- ✓ Whole-of-market coverage against the Huntr Map: advertising where the role warrants it, database, referrals and direct headhunt, simultaneously
- ✓ Direct, discreet approach to the passive candidates who never answer adverts
- ✓ A profile-to-tier diagnostic on every brief. If the brief will not survive the market, you hear it before the search begins
- ✓ Assessment no psychometric can run: whether the track record belongs to the candidate or the brand behind them
- ✓ Off-limits protection. Your people are not candidates for my other searches
- ✓ Structured support for the placed candidate through their first 90 days
- ✓ Discretion as default. Client names stay private unless there is reason and permission to share

## The replacement guarantee: choose your level of protection

If the hire does not work out within the cover period, I run the search again at no additional cost. No conditions, no small print. The level of cover is your choice, agreed with the fee before the search begins:

ESSENTIAL
### 3 months
**Reduced fee**
For briefs where speed and cost matter most

STANDARD
### 6 months
**Standard fee**
The default level on every retained assignment

EXTENDED
### 12 months
**Additional fee**
Maximum peace of mind on the highest-stakes hires

## Proactive introductions

Occasionally the search runs the other way: an exceptional candidate becomes available before any role exists, and I introduce them, with their consent, to a small number of businesses where the fit is obvious. These introductions carry their own terms, agreed before any candidate is named, including a replacement or credit arrangement suited to the brief.

THE BRIEF REVIEW · THE FIRST STEP COSTS NOTHING

### Send me the brief before you advertise

Twenty minutes, no fee, no commitment. You get three answers: which profile the brief will attract, which profile the role actually needs, and whether the package is realistic for the pool that exists.

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