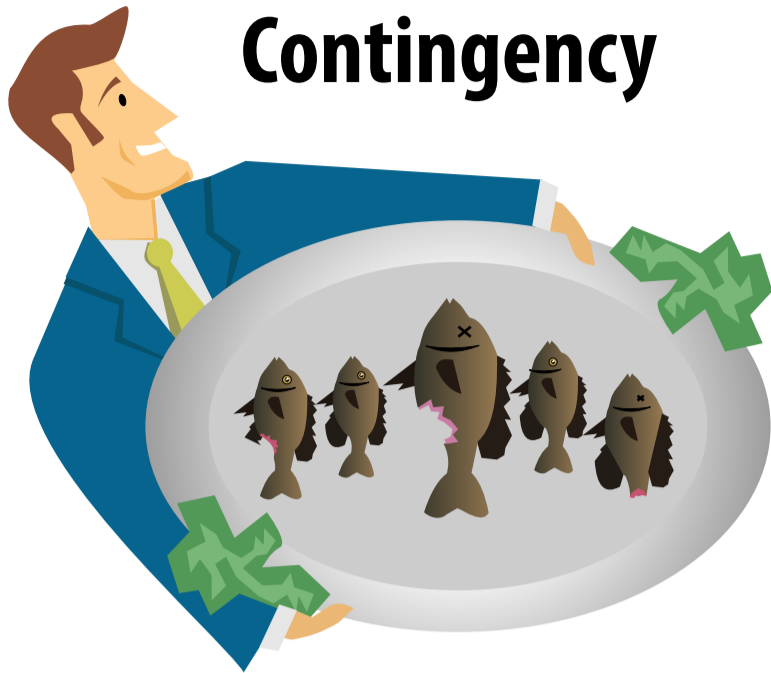


# Comparing Search Methods

“CATCH OF THE DAY”



## Contingency



## Retained Search

VS.

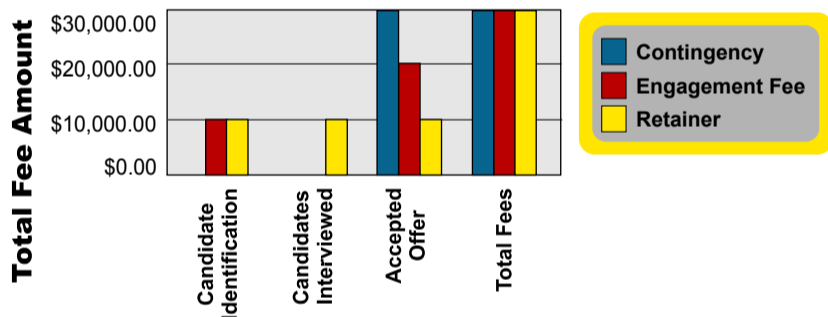
**Contingency Recruiters** share their candidates with as many companies as they can, with the idea “whoever hires first, wins.” Frequently, the candidates you want are being pulled away by your competitors and other recruiters, minimizing the likelihood of your success. The Contingency approach commonly results in candidates being fought over by multiple recruiters, making the process look poor in the eyes of candidates and your supervisors.

**Retained Recruiters** present their candidates only to the client who has retained them. The Retained approach motivates the recruiter, because they are working the assignment exclusively and know you are working with them only. Therefore they are motivated to commit much more time and invest resources towards utilizing a variety of comprehensive recruiting tools. This approach results in a greater selection of higher quality candidates.

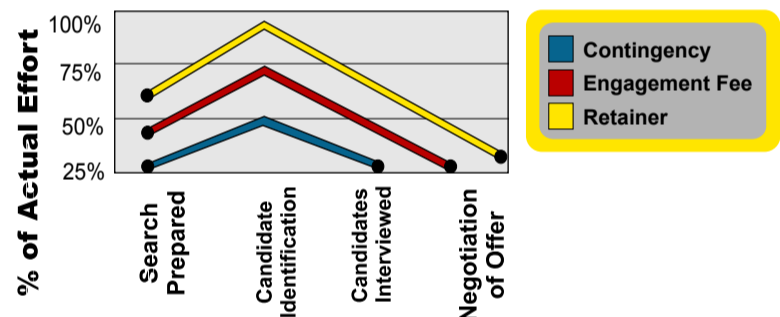
### LET’S TAKE A LOOK AT A SAMPLE RECRUITING PROJECT:

Sales and Marketing Manager with a \$100,000 total compensation package  
Assuming the same 30% fee rate whether Contingency, Engagement Fee, or Retained:  
TOTAL FEE = 30% of \$100,000 or \$30,000.

### Cost Comparison



### Typical Recruiting Efforts



### ASK YOURSELF:

When you are compensated for your work, which payment plan would best motivate you to commit your best efforts?

- The primary difference between a contingency and retained search is **Commitment**.
- **Commitment** by the Retained Search Team to focus on the client position exclusively, and
- **Commitment** by the client to work exclusively on this position with the retained search team.

## Comparing Search Methods and Features

SERVICE PROVIDED	CONTINGENCY	ENGAGEMENT FEE	RETAINER
Assistance in Developing a Position Description	Very Rare	Common	Always
Creation of a Custom Candidate Application	Almost None	Very Helpful	Extremely Comprehensive
Assistance in Developing a Search Strategy	Almost None	Very Helpful	Extremely Comprehensive
Recruiter Meets with Candidates Face to Face	Very Rare	Common	Always
Written Candidate Profiling and Comparisons	Almost None	Very Helpful	Extremely Comprehensive
Written Candidate Reference Checks	1 to 2	2 to 4	4 to 6, and Always
Written Degree Confirmation Checks	Sometimes	Always	Always
Background Checks	Very Rare	Common	Always
Progress Reports and Outline of Efforts	Very Rare	Common	Always
Assistance in Negotiations and Acceptance of Offer	Minimal	Very Helpful	Extremely Comprehensive
Market Analysis and Competitive Intelligence	None	Very Helpful	Extremely Comprehensive
Guarantee Replacement and/or Fee Refund	None to 30 days	60 to 90 days	6 months
Follow-up with Candidate and Client after Start Date	Minimal	Always	Always
Confidentiality of Search Effort	Very Low	Very High	Very High

**DISCLAIMER:** The contents of this illustration and its attachments are representations of typical opinions and commentaries collected from Human Resource Executives, Executive Recruiters, and Hiring Professionals with countless years of experience involving Human Capital Management, Process Improvement. REFERENCES: Kennedy Information - Opportunities In Executive Search, 2002 Edition, Career Journal.com, Executive Recruiter News. **The point of this “Visual Thinking Analogy” is to create a dialog that would aid in the selection of recruiting methods.**



Please visit our website, [www.ropella.com](http://www.ropella.com), for more information on comparing search methods.

