



# SEARCH INDUSTRY OVERVIEW



## Career Builder - Monster.com

Post your resume and get zero assistance with your career search efforts - It's all up to you.



## Employment Agency

Candidate pays for resume writing, interview coaching, and a few leads to jobs - most often *not* directly related to candidate's experience - very hit and miss approach and historically ripe with consumer fraud complaints.



## Contract Placement

Company pays a percentage of employee's wages to C.P. firm. Candidates have generalized skills in engineering, nursing, or admin. roles and are placed in short term to year-long contracts where their experience relates closely enough that, with training, they can do the job.



## Contingency Placement Generalists

Focus is on placing candidates in client jobs - fast, and often with no real focus by industry or niche. More likely focused on functions like sales, R&D or manufacturing in a local or regional area. Only get paid when a placement is made. Very low service and typically pretty inexperienced recruiters.



## Contingency Placement Specialists

Focus is on placing candidates in client jobs - fast, and focusing primarily on a specific industry niche or two. Will sometimes get cash up front or during the search. Mid-level service quality.



## Boutique Retained Search Firm

Focusing on being the best brand in their respective industry niches. Typically very active in associations, PR efforts, and marketing themselves as the niche leader. Process improvements and satisfied clients are the key to their success. Fees are typically paid 1/3 up front, 1/3 in 30 days, and 1/3 on completion.



## Major Retained Search Firm

Typically a large number of offices located around the country or globe. Staffed heavily with ex-industry experts who focus on rainmaking through relationships. Staffs of junior consultants do most of the search work behind the scenes. Typically the marketed leaders have 3 to 5 industries they focus on, and primarily at the top levels of management.



## Placement - Search Firm Network

There are many such networks all over the globe. Most will group together firms who are working in the same "service level" for software, purchasing power, news services, training, and internally-focused networking opportunities. Some of the better groups do externally-focused marketing to corporate clients - to show their combined size and partnership as a global services provider. Offers much broader capabilities and reach, therefore the boutique firms are able to compete directly with the major retained search firms.



## Outplacement Firm

When a company goes through reorganization or downsizing and has to let employees go, often they will ask outplacement firms to meet with the departing employees to assist them in exit interviews, career counseling, resume writing, interview preparation, and job hunting efforts. Fees are paid principally by the company - extra services often being paid for by the departing employees.