

MOST PLACEABLE CANDIDATE SCRIPT #3

Introduction: *“This is (name), Director of the (niche) Search Practice at (company). My Practice operates strictly within the (function, industry) with primary discipline focus in (location, level). 90% of what I do is retained and the other 10% of my business is the talent I take to market as by-product from other searches and relationships from working in the inch-wide mile-deep specialty practice area in which I focus.*

I have just completed a (type of position) retained search for my client, (use the actual client name). In that process, we came across another outstanding candidate that we did not place with our client because the commute would just be too long – which is why we wanted to reach out to you.” (use any reason that won’t cause this new client to think that this candidate wasn’t desirable by the retained client).

Body: *“He has ten years of experience in (role, function) and has had the opportunity to learn from the very best, being developed under solid leaders at (past companies). With his solid (insert specific) skill set and (additional qualifications) he could be a perfect fit for a (role, level) within a growing organization. His past track record includes increasing profitability in his department by (x)%, earning the distinguished (award) and being promoted into a senior leadership role faster than is anticipated for someone in the industry.”*

Close: *“Does this sound like an individual that an organization like yours could challenge, and if so, what type of role would you see him in?”*