

## CLIENT FOCUSED SEARCH SCRIPT #4

**Introduction:** *"Hello (name), it's (name/firm). I am the Director of our (FILL) practice. It's my understanding that your department has (# of) openings and some of them have been open now for (timeframe)."*

**Body:** *"Here's the deal – I know that ideally, these spots could be filled internally or with your own sources, without having to pay a fee. However, if this was the case, these spots would have been filled. I also know you get called by recruiters all the time. I know they all promise to find you the right person to fill those spots, but clearly they haven't delivered since those spots are still open. I also know that finding (types of roles) isn't just hard for (name of firm), but is systemic within the entire (type of industry). There are only (number of identified candidates) that exist to fill (number of total spots) in the industry. This creates a shortage of talent that is only getting worse as (trends within the industry) change. Everyone is dealing with this same issue of finding talent, and the urgency is increased even further because each (title) opening is costing your firm (\$) dollars in billable revenue annually. Bottom line is that the individuals you are looking for are not actively looking for you. I'm firmly convinced that a partnership with your facility and my firm would bridge the gap from unrealized to actualized revenue."*

**Close:** *"How many (titles) are you aware of that are capable of doing what you need done?"*