



Understanding the Process

Differences of Financially Committed Search (Dedicated) vs. Contingency Recruiting

Area of Focus	Dedicated	Contingency
1. Candidate Identification	<ul style="list-style-type: none"> Customized search plan with a comprehensive and continuous search until project is completed 	<ul style="list-style-type: none"> Contacting existing network of candidates previously recruited, then keeping "eyes open"
2. Screening	<ul style="list-style-type: none"> All candidates, regardless of source, put through homogenous screen with the recruiter acting as the filter and exclusively directing the search 	<ul style="list-style-type: none"> Presenting some candidates as quick as possible with client bearing responsibility to direct overall search and handle various source contacts
3. Presentation of Candidates	<ul style="list-style-type: none"> Customized format for each client which could include in-depth candidate evaluation reports, preliminary references, behavioral assessment profile, etc. 	<ul style="list-style-type: none"> Resume and verbal assessment by search consultant commenting only on limited perspective of those candidates called (speed over thoroughness)
4. Search Updates	<ul style="list-style-type: none"> Periodic progress reports can be customized detailing search activity and market feedback 	<ul style="list-style-type: none"> When identified a candidate will send information. No news means no candidates
5. Interviewing	<ul style="list-style-type: none"> Extensive preparation of both sides; candidates are given in-depth understanding of position, company, and people. Hiring managers are provided with detailed "hot buttons" regarding candidate's interests, motivations, compensation, and personal family issues 	<ul style="list-style-type: none"> Arranging mutually agreed upon dates and selling both sides on the other to maximize the odds of a successful encounter
6. Negotiations	<ul style="list-style-type: none"> Dealing from position of strength to determine best hire with the appropriate package. Candidate knows you are working with all candidates so less likely to be unrealistic or flaky 	<ul style="list-style-type: none"> Dealing from a position of weakness as the candidate feels your vested interest is with him/her
7. Resignation, Counteroffer/ Follow-up	<ul style="list-style-type: none"> Extensive coverage of resignation process potentially with a customized follow-up report once candidate in position for a specified length of time 	<ul style="list-style-type: none"> Same
Commitment	<ul style="list-style-type: none"> Mutual commitment to achievement of target dates for these various steps with shared accountability 	<ul style="list-style-type: none"> The steps occur as needed when candidate is identified and accountability is 100% with hiring manager
Summary	<ul style="list-style-type: none"> Thorough, constant, continuous search with myopic focus, a dedicated search utilizing a variety of resources to identify, attract and hire the best possible talent for the client 	<ul style="list-style-type: none"> Less urgent and critical needs without commitment or obligation on either party, solely an "if you happen to find it, then we will pay" mindset