



Understanding the Relationship

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

Area of Focus	Dedicated	Contingency
1. Label	• Consultant • Long-term staffing partner	• Vendor • Staffing transaction seller
2. Operating Framework	• No vested interest in candidate selection	• Vested interest in candidate selection
3. Candidate Perception	• Perceived by candidates as a member of a client's team but with an interest to serve both sides fairly	• Perceived by candidates as their "agent" without as much client influence
4. Recruiting Approach	• Recruit openly with objective to widen the "recruiting net" and serve as "PR" for firm	• Recruit solely in confidence to prevent other candidates from contacting directly
5. Presentation of Candidates	• Comprehensive and as in-depth as necessary screening of candidate prior to presentation to client	• Ensure credited with the referral with speed more important than thoroughness
6. Search Consultant Advice	• Tell why not to hire as often as why to hire	• Usually only telling why to hire unless not "their" candidate, then only why not to
7. Search Consultant Understanding of Need	• Truly understand culture as it relates to need for appropriate personality profiles and match on appropriate skills	• Utilize job description to match candidates with appropriate skills