

“We only pay fixed fees.”

Rebuttal #1: *“I’m completely comfortable with the fixed fee arrangement, but what we need to determine is what fixed fee is reasonable based on the level of talent that I’m bringing you. Obviously, since salaries you pay are based on value, a \$150,000 candidate brings more value and a greater return to an organization than a \$95,000 candidate. How are your fixed fees structured in a way that recognizes this value differential?”*

Rebuttal #2: *“I can understand that. Typically I find that companies pay fixed fees for one of two reasons – one is that it is just a veiled way of trying to just negotiate a lower fee, or second is that they are concerned the recruiter will inflate the amount the candidate needs to come on board in an attempt to just increase their fee. Which if these is your concern?”*
(If the former): See “your fee is too high” rebuttals

(If the latter): “I can definitely appreciate you trying to create a system that avoids this in the future, so I would love to work with you to find a solution that works for both of us. What is the salary that you anticipate paying for this position? For an exceptional person, what is the highest that you could see yourself going to bring a truly solid individual on board? Would it be fair then to cap my fee at (X%) of that latter number, to ensure that you know I’m not trying to place the highest paid candidate, but truly the best candidate?”

Rebuttal #3: *“I’ve absolutely done that for other clients when we are talking about a situation that requires a high volume of candidates that are within the same scope. Typically we can work out a fixed fee agreement when we are in agreement to place (# of) candidates within a specific timeframe – how many people could you see yourself bringing on board in the next (# of) months?”*

Rebuttal #4: *“This is a great way to eliminate any concern that I will recommend an offer or compensation package to a candidate that is solely designed to inflate my fee, so I want to recognize that. However, what I’ve found is that sometimes the amount that you think you will pay ends up being less than offer you actually extend once you start to ‘fall in love’ with your next hire. How can we structure this so that you are comfortable with my professional recommendations on compensation and offer, but that I am not penalized for bringing you someone who is above the hiring line so much that you end up hiring someone stronger than you originally anticipated?”*