



“What if I hire someone already under consideration?”

Rebuttal #1: *“That’s a good question – can you expand on why you are asking? Are you currently at the end stages with a candidate? Tell me more about what ‘under consideration’ encompasses?”*

Depending on the Client’s situation, the following clauses may be added to the search agreement:

Client will supply to (search firm) a list of potential candidates that have already been surfaced. Should Client hire anyone on this list of potential candidates, Client shall only pay _____. Client agrees that all direct inquiries or recommendations will be shared with (search firm) in an overall effort to produce the best candidates for the position. However, should Client hire a candidate through a previously engaged recruiter, Client shall only pay \$_____.

Or

Client may supply (search firm) with a list of names within ten (10) days of the initiation of this Agreement whom (search firm) agrees not to contact on Client’s behalf. Should Client subsequently hire a candidate from this list within thirty (30) days, Client may, within a one (1) year time period, substitute an alternate and similar search for (search firm) to conduct. In such an event, the service charge listed in Paragraph (#) for the cancelled search will be applied to the replacement search service charge of (number of) percent of the estimated total compensation for the replacement search.

Rebuttal #2: *“As an effort to still save you time and make sure all candidates are put through the same homogenous filter, we can still execute the majority of what you’ve hired us to do – attract and land the candidate that you want. If we break down our search process into three parts – identification, attraction, and landing – I would be open to reducing our fee by one third if you hire someone that you currently have under consideration. However, if we screen them like we do the other candidates, do you want the same level of candid feedback that we would give you on your own candidates? Are you open to us putting them through the same process that others go through, to ensure that you are still hiring the **best** candidate?”*

Rebuttal #3: *“If you give me the list of people you currently have in process, I will simply roll your retainer over to a new position if you end up hiring someone on that list. However, in return, I need you to put all of them on hold for two weeks. If, in the next two weeks, I don’t find you someone who exceeds the people you currently have in process, you can bring them back in the loop. But I’m confident that I can not only find you candidates, I will find you candidates who are better than the ones you currently have – because they are the passive marketplace. They are the ones who are happy, currently employed, and are overly selective when they consider a new opportunity. Are you open to giving me two weeks to give you a better candidate pool than you currently have access to?”*