

INDIRECT APPROACH SCRIPT #5

Introduction: *“(Name), (your name) with (firm). I know this may seem like an off-the-wall call from a recruiter because I am not calling to recruit you or try to get your business. Actually, I’m calling because from the (# of years) I’ve been in this market, I know that your firm (hands down) has the strongest reputation for paying your people not only fairly, but well.”*

Body: *“The reason for the call is that I am currently in the offer stage with a candidate that is working in the (type of) arena. You probably know better than anyone that a solid (title) is extremely hard to find and even harder to land. I feel like the offer that has been made is a solid proposal, but I wanted to run it by you as I respect your opinion and know that your compensation packages are normally consistent if not better than most that I see in the industry. What do you feel is a fair offer for a (title) with (# of) years of experience in working with (identifying features)?”*

Close: *“I appreciate your time (name). I’m going to be doing a salary survey in the near future so do feel free to reach out to me if that’s something you are interested in. I know you consistently pay on the high end so it may be valuable to know what others are doing. I’ll send you an email shortly with my contact information – simply reply if you are interested, and I’ll make sure to get that to you when it comes out. Is there anything that we haven’t yet talked about that’s important to you?”*

I will reach out to you in the future if I have a client that would represent a career-enhancing opportunity for you. What are one or two things that you don’t have the opportunity to do where you are currently?”