

TYPES OF SEARCHS

SEARCH SOLUTION

Contingent, Priority, Retained

CONTINGENT SEARCH

- Standard search for clients seeking to fill positions, at a neutral priority.
- The level often does not have a raised level of urgency but is still important to the Company.
- Placement guarantee at 60 days of the candidates start date, with free replacement search.
- This will include our team using all resources (Database, Headhunting, Referrals, Online Resources etc.) to locate the best solution.

PRIORITY SEARCH

(IS COMMON FOR INDUSTRY SPECIFIC AND HIGH PRIORITY POSITIONS)

- Blend of Contingent Search & Retained Search, with a smaller retainer upfront, followed by net fee due when position is filled.
- Supported by a project team of experts headhunting talent with industry specific backgrounds, along with vetting, interviewing, and reference checking. A Project team is assigned.
- 2 reference checks will be submitted to the client at the formal interview stage.
- This search will be put ahead of all contingency model searches on our list of priorities for the search team.
- Established parameters according to the client preferences and timeline.
- Extended placement guarantee at 90 days of the candidates start date, with free replacement search.

RETAINED SEARCH

(IS THE HIGHEST PRIORITY FOR DIRECTOR, VP, TO C-SUITE LEVEL POSITIONS)

- Headhunting executives within confidential and/or high priority time frames, for specific backgrounds, according to the client preferences. An engaged partnership is required to attract this level of talent.
- Assigned to the most seasoned and experience SSG Account Managers and Recruiters. Supported by a Managing Partner, Account Executive, and a team of industry and role experts who focus on project, culture and client.
- Extended placement guarantee at 180 days of the candidates start date, with free replacement search.
- Highest level of reporting, background checks, and reference checking, in addition to face-to-face or Skype interviewing according to client preference.
- An SSG member can perform face to face or Skype meetings with all candidates at the request of the client.
- Retainer paid up front, followed by fee schedule, and net fee due when position is filled.