

# HIRING MODELS

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Ellwood Atfield



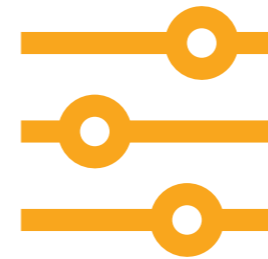
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# HIRING MODELS

Considering engaging Ellwood Atfield? There are several way we can partner with you...



**TRADITIONAL SEARCH**



**FLEXIBLE MODELS**



**TALENT PARTNERSHIP PROGAMME**

# STANDARD SEARCH METHODOLOGIES

## We can work in the traditional search model

### Contingent

Best suited to clients running their own search process or working on a multi-agency basis. This model gives you access to our active candidate network (database search) and core search support, with fees only payable on successful placement and acceptance of the role. It works well for straightforward briefs where speed and flexibility are key. Fees are typically charged as a single payment upon successful placement.

### Contained

A more consultative search model for clients who are looking to run a thorough, structured search process without committing to a full retained search. This option offers a more proactive market approach, including a broader search of passive talent, weekly updates and a more structured partnership throughout the process. It is ideal for clients looking for stronger market coverage and closer search management. Fees are typically charged in two stages: an engagement fee at the outset, with the balance payable on successful placement.

### Retained

A full partnership model, where we work closely with you from brief through to offer, managing the process end-to-end and providing a comprehensive search across the market. This includes detailed progress reporting, talent mapping, assessment support and a more tailored advisory approach. As this model is based on a true partnership, it also offers greater flexibility on fees and terms, and we remain engaged until the role is successfully filled. Fees are typically charged in three stages: on engagement, at shortlist stage, and on successful placement.

**Fees are typically charged as a percentage of base salary, depending on the scope of support required, with discounted rates available for charities, repeat clients, multi-hire campaigns and select strategic partnerships.**

	CONTINGENT / INTERIM	CONTAINED	RETAINED
Cost	POA	POA	POA
Access to active network	✓	✓	✓
EA F2F candidate interviews	✓	✓	✓
Offer management	✓	✓	✓
EA interview prep	✓	✓	✓
Shortlist presentation	✓	✓	✓
Full search of passive market	✗	✓	✓
Weekly updates	✗	✓	✓
Regular progress reports / market maps	✗	✗	✓
Talent map and EDI reporting	✗	✗	✓
EA representative on panels	✗	✗	✓
Reference checks	✗	✗	✓
EA F2F Candidate assesment Interview	✗	✗	✓
Extended rebate	✗	✗	✓
Bespoke & talent advisory services	✓	✓	✓

# FLEXIBLE HIRING MODEL

**We also work in a more flexible, modular approach to support specific hiring needs.**

These options are designed for clients who may not require a full search process but would benefit from targeted support at key stages of a hire.

Whether you need help managing direct applicants, sifting CVs, accessing a defined part of the candidate market, or adding structure to an internal process, these models allow you to tailor our involvement to suit your budget, timelines, and internal capacity.

FIXED CONTAINED	COMPARATIVE RECRUITMENT	CV VETTING
<p>Engagement fee of between £1,500 - £3,000 upfront.</p> <p>Full completion fee on successful appointment (discount for direct hires)</p>	<p>Engagement fee of between £1,500 - £3,000 upfront.</p> <p>Additional fee if EA candidates are selected for interview (depending on salary level).</p> <p>Final, reduced fee for successful appointment (based on salary level).</p> <p>NB no reporting is included. CVs and summaries are sent only as part of a 4-6 candidate shortlist.</p>	<p>£3,000 - £5,000 fee for full vetting service.</p> <p>The fee covers a full review of all advert applications, calibrating applicants and conducting telephone interviews. We will reject unsuitable candidates in a timely manner to ensure they have a positive experience.</p> <p>We will send you a longlist of the candidates who have applied.</p> <p>Further support can be included for an additional cost.</p>
<p><b>Where this works well</b></p> <ul style="list-style-type: none"> <li>• Clients who wish to advertise direct and/or contact their own networks outside of EA avenues.</li> <li>• Clients who require EA to manage all applications through the recruitment process while maintaining ownership of direct applicants.</li> <li>• Clients who do not require full reporting. One progress report / update call will take place in the first 10 days to ensure both parties are aligned. CVs can be shared on a drip-feed basis.</li> </ul>	<p><b>Where this works well</b></p> <ul style="list-style-type: none"> <li>• Clients with tight budgets who can't pay standard fee rates and are willing to flex on the amount of reporting included.</li> <li>• Clients who wish to advertise directly and manage their own applications.</li> <li>• Clients who require peace of mind that the market has been fully exhausted through combined efforts of direct advertising and EA search, but without committing to the full EA search process.</li> </ul>	<p><b>Where this works well</b></p> <ul style="list-style-type: none"> <li>• Clients who receive a vast number of applications and are committed to ensuring all candidates have a good experience of the process.</li> </ul>

# TALENT PARTNERSHIP PROGRAMME

**Our Talent Partnership Programme provides a high-value service beyond a standard contingent or retained search.**

A bespoke hiring model designed for clients with multiple ongoing or specialist hiring needs. It combines dedicated search delivery, market insight and talent advisory support within a partnership model that can scale with hiring demand.

What can be included:

### Dedicated search support

- Priority delivery across agreed roles
- Proactive search and candidate engagement
- Shortlist and process management

### Strategic talent advisory

- Talent mapping and pipelining
- Market insight and salary benchmarking
- Advice on role design, attraction and hiring strategy

### Partnership-led delivery

- Consistent candidate messaging
- Better employer brand representation
- Ongoing support across multiple hires

### Flexible commercial model

- Subscription / project / hybrid options
- Lower cost-per-hire over time
- Scalable based on hiring volume

Monthly Partnership Model	Hybrid Retainer Model	Multi-Hire / Annual Agreement	Embedded Talent Support
<p>From £3,000–£10,000 per month</p> <p><b>Best for clients</b> with ongoing or recurring hiring needs.</p> <p><b>Typical inclusions:</b></p> <ul style="list-style-type: none"> <li>• Dedicated consultant support</li> <li>• Ongoing talent mapping and pipelining</li> <li>• Market insight and salary benchmarking</li> <li>• Support across multiple hires</li> <li>• Reduced placement fee where applicable</li> <li>• Strategic hiring process audit</li> </ul>	<p>£5,000 - £15,000 monthly / project fee + reduced success fee</p> <p><b>Best for clients</b> wanting strategic support alongside active live hiring.</p> <p><b>Typical inclusions:</b></p> <ul style="list-style-type: none"> <li>• Search delivery on agreed roles</li> <li>• Advisory support and market mapping</li> <li>• Process and shortlist management</li> <li>• Lower overall cost-per-hire than ad hoc search</li> </ul>	<p>Fixed fee based on agreed hiring volume</p> <p><b>Best for clients</b> planning multiple hires over a 6–12 month period.</p> <p><b>Typical inclusions:</b></p> <ul style="list-style-type: none"> <li>• Pre-agreed support across a number of hires</li> <li>• More predictable recruitment spend</li> <li>• Volume efficiencies</li> <li>• Stronger long-term talent pipeline</li> </ul>	<p>£500 - £1,200 per day or monthly retainer equivalent</p> <p><b>Best for clients</b> needing a more integrated talent partner without building a full internal recruitment function. This can be done on your site or at ours.</p> <p><b>Typical inclusions:</b></p> <ul style="list-style-type: none"> <li>• Dedicated consultant capacity</li> <li>• Direct hiring process support</li> <li>• Flexible onsite / embedded resource</li> <li>• Scalable (depending on need)</li> </ul>

# OTHER SERVICES – EA CONSULTING

## STRATEGIC HIRING

Through partnering with a former in-house HR and talent professional we have developed a strategic hiring methodology. This includes a recruitment process audit and clearly structured methodology to improve process and ensure successful longer-term outcomes.

*Price dependent on requirements*

## ONBOARDING SUPPORT

Successful onboarding minimises the risk of early departures and helps to ensure new employees perform to a high level quickly. We partner with clients to review onboarding processes and advise on best practice approaches to ensure success.

*Price dependent on requirements*

## COACHING SUPPORT

We have a coaching panel of 10 professionally accredited coaches, all of whom have operated at leadership level in corporate affairs or marketing. They are highly experienced in supporting with leadership onboarding, promotion support, elevation to Board and softer skills development.

*Price dependent on requirements*



# OTHER SERVICES – EA CONSULTING

## BENCHMARKING SUPPORT

We produce benchmarking reports to give you invaluable insights into your competitor landscape. This can include a detailed analysis of salary ranges, benefits packages and career progression opportunities offered by your competitors, ensuring your organisation remains competitive and attractive to top talent. These insights can help you make informed decisions about pay, rewards and progression, reducing the risk of losing talent to better-compensated competitors.

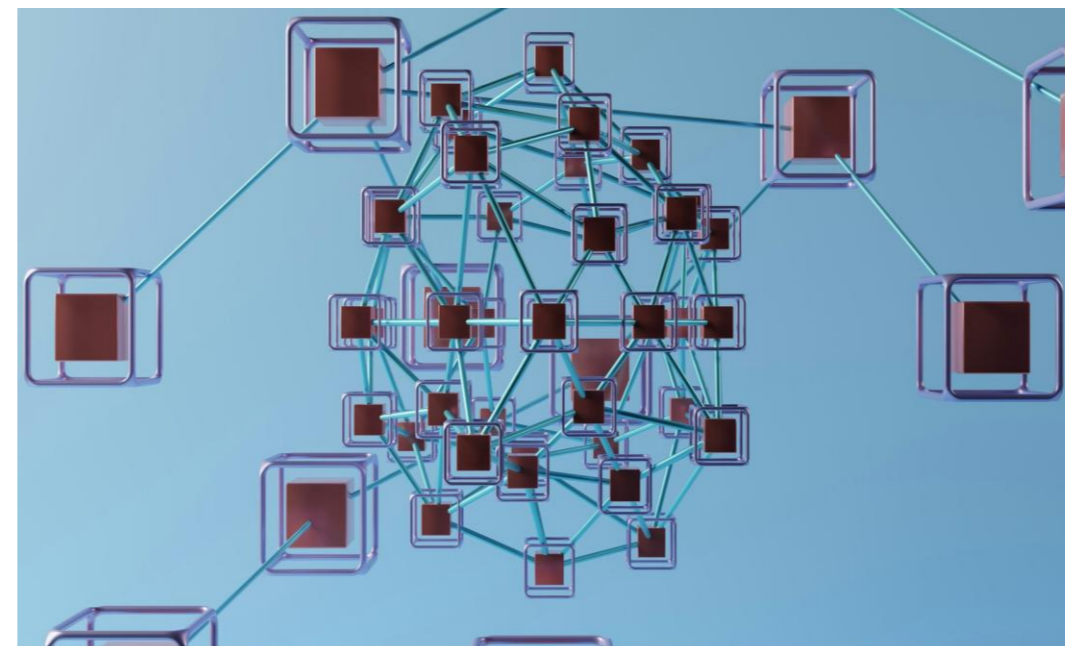
*Price dependent on requirements.*



## ORGANISATIONAL DESIGN SUPPORT

We can support you in building or refining your organisational structure to align with your strategic goals. Whether you are working within a tight budget, restructuring for growth or optimising team efficiency, we can help you map the most effective structure for your needs. This may also involve researching competitor organisational charts to understand industry norms and identify opportunities to innovate.

*Price dependent on requirements*



## EDI SUPPORT

We are able to support you in developing or strengthening your Equity, Diversity and Inclusion (EDI) policies and processes. Whether starting from scratch or reviewing current initiatives, we can help you identify gaps, set clear goals and introduce best practice that fosters a more inclusive workplace. This can cover everything from recruitment processes and progression pathways to training and wider communications.

*Price dependent on requirements*



# ABOUT ELLWOOD ATFIELD

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We are the communications, policy and advocacy headhunters, an employee-owned boutique search and talent advisory firm.

We work across the economy and society to help you hire the most senior communication leaders and everyone who reports to them. Our purpose is to create important and enduring relationships, and we promise to connect talented people, smoothly and efficiently.

Our clients are responsible for protecting and promoting the biggest brands, products, services, and corporate reputations. These include multinational corporates, consumer brands, charities, regulators, think tanks and membership bodies. They influence public policy, drive economic growth and help to shape legislation.

In addition to our search and recruitment services, we provide consultancy for corporate affairs and communications departments on team structures and skills gaps; psychometric profiling to support development, succession planning, and restructuring; talent mapping and pipeline management; ED&I reporting; talent partnerships and RPO programmes.



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