



Executive Search

The Fundamentals

The Key Differences

Between Contingent, Retained and Executive Search

Contingent

Paid on success

Multi agency

Retained

Exclusive work

Part upfront fee, part paid on success

Higher Level of commitment

Executive Search

Higher Fee

Fee paid in three parts

Full process engagement

More involvement

The Client Process

01 Business Development

02 Discovery Call (Pre-Pitch)

03 Pitch

04 Engagement Letter

05 Discovery Calls (Post-Pitch)

06 Longlist

07 Shortlist

08 Interview + Offer

09 Post Placement

10 Disc Call (iterate)

The Candidate Process

01 Candidate Origination

02 NDA

03 Discovery Call

04 Info pack and DD

05 In-Depth Interview

06 Shortlist

07 Interview Prep (30 mins per stage)

08 Interview

09 Post Interview Feedback

10 Offer/ Post Placement

Executive Search Flexibility

Contingent

Exclusive

Container

Retainer

Executive Search