

Executive Search and Key Position Placement

Fill mission critical positions with a dedicated partner advocating for your organization.

RETAINED SEARCH AGREEMENT

Start-to-finish management and implementation of world class recruiting strategy and placement services. Retained searches have a lower service fee with retainer costs.

RETAINED PRICING

Flat fee: 20% of salary budget for the first year
Retainer: \$2,000 at service initiation to be credited toward the full placement fee

CONTINGENT SEARCH AGREEMENT

Double your efforts with extra recruiting hands that help you cover more ground. Contingent searches have a higher service fee without retainer costs.

CONTINGENT PRICING

Placement Fee: 25% of first year total compensation offered

EXAMPLE PRICING

Position: Engineer
Budget: \$100,000
Final Offer: \$115,000

RETAINED SEARCH

Fee	\$20,000
Retainer	\$2,500
Due at Hire:	\$17,500

CONTINGENT SEARCH

Fee: 25% of Offer
Retainer: \$0
Due at Hire: \$28,750

Recruitment Process Outsourcing

Increase recruiting capabilities with a high-volume or consistent staff-level hiring pipeline. Pricing includes project management and one-time placement fees, and can be customized based on volume, position, or pay level. Projects typically span 30-90 days and can be recurring as needed.

2 - 5 HIRES

Management Fee: \$5,000
Fee Per Hire: \$1,000 - \$4,000

6 - 10 HIRES

Management Fee: \$7,500
Fee Per Hire: \$1,000 - \$4,000

11 - 15 HIRES

Management Fee: \$10,000
Fee Per Hire: \$750 - \$3,000

ONGOING CANDIDATE PIPELINE

Management Fee: \$3,000/Month
Fee Per Hire: \$500 - \$2,000

Talent Strategy Advising

Attract and retain top talent with a holistic approach to recruitment, vetting, onboarding, intentional culture development, and programs that give you a competitive edge and marked improvement in candidate quality, interview ratios, time-to-hire, and retention rates.

We will customize support based on your needs and timelines.

- + **Quarter-Time Advising** – Depending on your scope of work, this involves about 10 to 20 hours of advising services, priced at \$1,600/month.

- + **Half-Time Advising** – If you have more intensive goals, we recommend Half-Time Advising for a more hands-on approach priced at \$3,000/month.

- + **Full-Time Advising** – Our premium service, designed for companies that need a full-time Talent Strategy Advisor who is completely dedicated to your project (\$6,000/month).

Some areas of focus are:

- Talent and People Operations/HR framework development to support growth or scale
- Recruiting campaign strategy development and employer branding that includes technology selection and implementation
- Interviewing, Hiring, and Onboarding process and program development
- Retention Initiatives: Culture, Career Path, and Succession planning
- Management training that empowers leaders to grow their teams.

Learn more at thetalentstore.com/services | For questions, reach out to us at info@yourtalentstore.com