

CONTINGENT **EXCLUSIVE** **RETAINED**

• Extensive candidate search with Job Board advertising	✓	✓	✓
• Up to 25 LinkedIn Inmails and advertising		✓	
• Headhunting utilising Job Board advertising, unlimited LinkedIn Inmails and advertising			✓
• 20% fee, based upon first years annual salary	✓	✓	✓
• No placement, no fee	✓	✓	
• 30% at search commencement (non-refundable), 30% candidate shortlist presentation, 40% commencement			✓
• Sliding scale rebate for the first 3 months	✓	✓	
• 100% rebate for the first month		✓	✓
• Free replacement provided up to 6 months.			✓
• Dedicated experienced Senior consultant and Researcher for the requirement		✓	✓
• Consistant progress and status updates		✓	✓
• with client office visit			✓
• Preferential access to shortlisted candidates			✓
• Provision of Benchmarking, Market data, intelligence and trends			✓
• Use of Methods office facilities for interview process			✓
• Referencing and Security Vetting on clients behalf			✓

Contingency Search

Methods charge a fee only upon successful placement of a candidate.

Having taken a brief of the role requirements, Methods undertake focused searches across our candidate database, on-line job board advertising subscriptions and our network of candidates which is continuously refreshed through our premium LinkedIn Recruiter subscriptions. This is followed by thorough candidate qualification before CV's are presented to the client.

This approach is agile and often fast-moving, with no up-front costs for our clients. It's well suited to cover a range of skills areas and job descriptions and often adopted when multiple agencies may be working on a single requirement.

Exclusive Search

Methods charge a fee only upon successful placement of a candidate.

The client places individual or multiple requirements exclusively with Methods.

Methods provide a dedicated Account Manager to source both active and passive candidates - from our database, job board subscriptions, advertising, Premium LinkedIn Recruiter Networks, our active candidate pool and In-mails. We provide a tailored service with regular status updates on the search on a weekly basis.

An Exclusive Search approach builds closer, long-lasting relationship between Methods and the client. Our experience has shown that having both sides investing in the relationship leads to a better-quality hire for the client.

Retained Search

Methods Retained Search is a service-based agreement between Methods and the client.

The client splits payments into three instalments: An initial (non-refundable) payment is made at the beginning of the search, a second payment when a shortlist of candidates has been presented and the final fee upon placement.

The total fee is no different to the Contingent or Exclusive options, however, having paid the retainer for our services, Methods aim to deliver a shortlist of three or more candidates to the client ahead of being submitted to any other client within the Methods portfolio.

The Retained search enables Methods to carry out the most thorough of searches across the marketplace, engaging candidates through multiple online adverts, internal and online CV databases, passive candidate engagement through In-mails, our active candidate pool and Meet-ups.

The dedicated account manager and search team will meet with the client in person and then provide regular status updates, in-depth candidate qualification and screening to compile the shortlist. Additionally, Methods provide access to our offices for interviews, market data and benchmarking and we offer to replace a candidate free of charge if for any reason they do not work out successfully within the first three months in the role.