

Retained vs. Contingency Search

Differences	Retained	Contingency
Allocation of time & resources	Receives highest urgency and placed ahead of other projects including contingency	Receives attention only as time permits and is slotted into calendar sporadically
Average Time Span	Guaranteed 14-21 days for arrival of 1 st slate of interview-worthy candidates	Can require double the time or abandoned altogether if other searches take precedence
Competing Projects	Retained searches are fixed to limit 3-6 searches monthly.	10-20 contingency searches may be competing alongside yours simultaneously
Team vs. Single Recruiter	Retained usually involves a two or three person team (sometimes more)	Single recruiter may split or share with others due to lack of urgency
Salary Tiers	Ideally suited for most \$125K to \$250k or higher salaried positions	Generally geared for positions below the \$100k range
Use of Competitive Intelligence	All industry-related competitive-intelligence is packaged and delivered to the original client for its own benefit and business use. ¹	Competitive intelligence collected by search firm can and often is used directly against the original client for various reasons ²
Competing Offers/Similar Searches	Sourced candidates are never introduced to competing or similar positions. Focus is on fulfilling the client's need only. Best scenario for client's interests.	Sourced candidates can be "shopped" to direct competitors for better offers and higher fees. Can be a better outcome for candidates, not for hiring clients.
Guarantee Policy	Lengthier post-hire warranties after commencement in new job. Can be 90 days or longer.	Minimum allowable under industry standards or applicable association. Generally 30 days.
Travel Assistance	Often includes arranging trans-national flights, scheduling itineraries and synchronizing schedules	Company must arrange its own travel and scheduling
Interviewing – Web Conferencing	Face-to-face interviews conducted via web conference or in-person as outlined in agreement	Interviews rarely include face to face segments

¹ IRES provides an industry-exclusive "Search Report©" to all retained clients detailing the search process along with all individuals contacted and feedback received.

² If a contingency project becomes too time-consuming, or the client has become unresponsive, or engaging in excessive delays, insight as to the company's flaws can be used against it with other future projects involving competitors with more streamlined processes.