



Why Retained Search?

When looking to outsource recruiting, many companies opt to use contingent recruiters and we understand why. While the final fees for both retained and contingent searches may be the same, the contingent fee structure might seem appealing to those unfamiliar with the differences between both types of service.

Finding Candidates

Contingent recruiters tend to be a go-to resource for quickly providing resumes of active job seekers at no cost unless a presented candidate is hired. Most contingent firms have a long list of open searches and gravitate to the easiest assignments to maximize profits. These recruiters typically present easy-to-find applicants that meet basic criteria and even compete with their clients for candidates. Without fully vetting their candidates, contingent recruiters leave the evaluation and the rest of the hiring process to the client, while waiting to see if a hire is made and an invoice can be sent.

Finding the Right Candidates

Retained search firms, like Executek, work hand-in-hand with their clients from start through successful hire. Executek gives all clients the undivided attention they deserve. We develop a marketing plan and a customized sourcing strategy to uncover the “hidden” candidates that aren’t actively seeking a career change. From day one, our team takes an active approach, obtaining an insider’s view of our

clients’ business structure and corporate culture while learning their immediate and long-term goals. This equips us with the insight and information necessary to find and recruit the candidates that are not only fully qualified but will also fit with your culture and contribute to your team synergy.

Services and Advantages

- Customized sourcing and recruiting strategies
- In-depth vetting and candidate evaluation
- Works in partnership with client, not as competition to their HR department
- Resources are dedicated until the right candidate is hired
- Scalable service offerings
- Capability to recruit specialists all the way up to sr. leadership

Specializing in retained search for manufacturing, industrial, and technology companies, Executek truly understands our clients’ needs. Our expertise and service produce results that contingent recruiters simply can’t compete with.

Call today to speak with an executive search consultant and learn more about the advantages of using Executek.

Executek Recruiting Partners
www.executekrecruiting.com
(724) 550-1111