



## **Differences between Dedicated/Retained Search and Contingency Recruiting**

### **The Search Process:**

<b>Area of Focus</b>	<b>Dedicated/Retained</b>	<b>Contingency</b>
1. Candidate Identification	Customized search plan with a comprehensive and continuous search until project is completed	Contacting existing network of candidates previously recruited, then "keeping eyes open"
2. Screening	All candidates, regardless of source, put through homogenous screen with the recruiter acting as the filter	Presenting some candidates as quick as possible with client bearing responsibility to direct overall search and handle various source contacts
3. Presentation	Customized format for each client which could include in-depth candidate evaluation reports, preliminary references, behavioral assessment profile, etc.	Resume and verbal assessment by search consultant commenting on only limited perspective of those candidates called (speed over thoroughness)
4. Search Updates	Periodic progress reports can be customized detailing search activity and market feedback	When identified a candidate will send information. No news means no candidates
5. Interviewing	Extensive preparation of both sides; candidates are given in-depth understanding of position, company, and people. Hiring managers are provided with detailed "hot buttons" regarding candidate's interests, motivations, compensation, and personal family issues.	Arranging mutually agreed upon dates and selling both sides on the other to maximize the odds of a successful encounter
6. Negotiations	Dealing from position of strength to determine best hire with the appropriate package. Candidate knows you are working with all candidates so less likely to be unrealistic or flaky	Dealing from a position of weakness as the candidate feels your vested interest is with him/her
7. Resignation, Counteroffer/ Follow-up	Extensive coverage of resignation process potentially with a customized follow-up report once candidate in position for a specific length of time	Same
8. Commitment	Mutual commitment to achievement of target dates for these various steps with shared accountability	The steps occur as needed when a candidate is identified and accountability is 100% with hiring manager
9. Summary	Thorough, constant, continuous search with myopic focus, a dedicated search utilizing a variety of resources to identify, attract, and hire the best possible talent for the client	Less urgent and critical needs without commitment or obligation on either party, solely an "if you happen to find it, then we will pay" mindset"



# THE KINETA GROUP

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Phone 813-658-5870 Fax 813-902-7168, [www.thekinetagroup.com](http://www.thekinetagroup.com)  
14499 North Dale Mabry Highway, Suite 130, Tampa, FL 33618

## The Relationship between Recruiter and Client:

Area of Focus	Dedicated/Retained	Contingency
1. Label	Consultant Long term staffing partner	Vendor Staffing transaction seller
2. Operating Framework	No vested interest in candidate selection	Vested interest in candidate selection
3. Candidate Perception	Perceived candidates as a member of a client's team but with an interest to serve both sides fairly	Perceived by candidates as their "agent" without as much client influence
4. Recruiting Approach	Recruit openly with objective to widen the "recruiting net" and serve as "PR" for firm	Recruit solely in confidence to prevent other candidates from contacting directly
5. Presentation of Candidates	Comprehensive and as in-depth as necessary screening of candidate prior to presentation to client	Ensure credited with referral with speed more important than thoroughness
6. Search Consultant	Tell why not to hire as often as why to hire	Usually only telling why to hire unless not "their" candidate, then only why not to
7. Search Consultant Understanding of Need	Truly understand culture as it relates to need for appropriate personality profiles and match on appropriate skills	Utilize job description to match candidates with appropriate skills



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## The Terms and Conditions:

Area of Focus	Dedicated/Retained	Contingency
1. The Cost	Greater upfront financial commitment, thereby sharing risk results in a lower cost per hire and enhanced cash flow	No upfront financial commitment, risk one-sided results in a higher cost per hire with a single payment for services provided
2. Time Allocation	Dedicated search with a myopic focus with high percentage of search consultant and potentially other recruiters' time spent on fulfillment of client need until project completed (fluid, consistency of effort until completed)	No warranties are made as to the level of the effort or lack thereof, usually search effort ends when some candidates are presented and new effort would potentially ensue if candidate presented didn't produce a hire (start and stop, lack of consistency)
3. Competition	Clients are given a right of first refusal on candidates, once a candidate is interviewed, he/she will not be presented to a competing organization until the client has determined that there is no interest in pursuing the relationship (within specific time frame)	Candidates can be presented to any organization looking for a similar person and potential competition for candidate could ensue
4. Accountability of Hire: Replacement Guarantee	Greater role in candidate selection resulting in a greater accountability should candidate quit or be let go which results in longer replacement guarantee time frame	Emphasis on generating candidates and less role in selection results in less accountability of search consultant, which results in a nominal, replacement guarantee time frame
5. Performance Guarantee	Mutual commitment to perform; if client cancels search, the financial commitment is kept, if search consultant fails to perform, then financial commitment is forgiven as performances objectives are woven into agreement	There is no guarantee on either side, the search consultant makes no guarantee of achievement of any performance milestone including fulfillment, as there has been no "consideration" given by client
6. Search Tools and Procedures	Candidates, behavioral profiling, compensation surveys, relocation assistance, additional recruiting assistance, competitive analysis, consulting, etc can be incorporated into the search	Some tools and services can be accessed at higher costs; some cannot be provided with contingency recruiting