



"To serve our customers with unmatched excellence, seeking always to anticipate their needs."



SERVICES COMPARISON

Retained vs. Contingency Services

Ciresi & Morek offers retained, contingency and custom recruiting services to match your overall strategy and needs.

Compare the below services to determine which option is right for your goals.

	Retained	Contingency
Fee Structure	Initial financial commitment, reducing cost per hire, and establishing and agreeing to a set fee for services provided.	Zero financial commitment, creating a higher variable single payment for services provided.
Performance Guarantee	Mutual commitment to perform; performance objectives are woven into our agreement to allow for fulfillment.	There is no guarantee on either side, the search consultant makes no guarantee of achievement of any performance milestone to include fulfillment.



"We proactively partner with our customers and candidates to achieve their goals... We stand by what we do."

– Robert Ciresi

	Retained	Contingency
Search Consultant's Role	Deeper understanding of culture and skill sets as they relate to the need for the appropriate personality, profile and required ability for successful long-term fit. Our role is to advise why not to hire as often as why to hire.	Utilize job description to match candidates with appropriate skills. Usually focuses solely on reasons why to hire, rather than why not.
Search Strategy	We serve as an advocate for your company openly, working to identify the best talent.	We serve only as a "recruiter" for your company, working to identify talent available.
Commitment	Mutual commitment to achieve successful search.	Minimal commitment.
Time Allocation	Dedicated search with high percentage of search consultant's time spent on fulfillment of client need until search is completed.	Lower percentage of search consultant's time spent on fulfillment of clients' needs; level of effort reduces when candidates are interviewed and not selected for hire.
Referral Rights	Clients are given a right of first refusal on candidates. Once a candidate is interviewed, they will not be presented to a competing organization until client determines they have no interest in pursuing the relationship.	Candidates will be presented to multiple organizations looking for a similar person and potential competition for candidate could occur.

Retained

Contingency

Candidate Perception

Perceived by candidates as a strategic partner on client's team, allowing improved access to passive talent and conveying company's commitment.

Perceived by candidates as a "recruiter," minimizing access to passive talent and unable to convey company's commitment.

Candidate Identification

Tailored search plan with a comprehensive and continuous search until project is completed.

Contacting existing network of candidates previously recruited, while potentially identifying new candidates.

Screening

All candidates, regardless of source, put through standardized screening with the search consultant acting as a filter and exclusively directing the search.

Candidates screened as quickly as possible with client bearing responsibility to direct overall search and handle various source contacts.

Search Updates

Progress reports can be customized detailing search activity and market feedback.

No progress reports are made available. However, search activity and market feedback can be made available.

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, etc.

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"Our integrity and tenacity are what makes us tick. It's how we get the job done right."

– Mark Morek

Retained

Contingency

Negotiations

Our retained relationship will allow us to objectively determine the best hire and competitive package for both sides.

Our relationship may allow us to objectively determine the best hire and competitive package.

Resignation & Counteroffer

Extensive coverage of resignation process including counteroffer conversations and confirmation of start date.

Extensive coverage of resignation process including counteroffer conversations and confirmation of start date.

SUMMARY OF SERVICES



Retained Search

Retained search affords our customer a focused and continuous search until completion, utilizing all resources to identify and attract the BEST talent.



Contingency Search

Contingency search has minimal commitment by either party to complete the search and reduces potential success based on limited resources to attract the best talent.

Whether you choose retained, contingency or custom services, ciresi & morek will provide you with the most comprehensive and effective executive search solution.

