



ENGAGEMENT OPTIONS

All engagements are highly consultative, and no two engagements are alike. I collaborate with client leadership to determine a creative structure that fits.

Retained engagements are best for clients without an experienced talent function and for executive and niche hires. Retained engagements often include Employer Brand Creation, Hiring, Interview, Scale and Comp Strategy, Leadership Coaching, and always end to end recruiting.

See previous consulting engagements [here](#).

RETAINED CONSULTING

Dedicated Recruiting + Talent Strategy Consultant

- LIMITED to 1-2 clients, 3 month minimum
- End to end recruiting on 2-5 priority roles at a time (rotating list)
- Consistent, dedicated, creative partnership with leadership and hiring team
- Weekly Recruiting Stand up
- Fee: Monthly retainer (dependent on hiring goals and complexity of roles)

RETAINED EXECUTIVE SEARCH

- 360 Role Review
- Weekly Recruiting Stand Up
- Dedicated, frequent collaboration with client team
- Candidate Scorecard + Weekly Status Presentation
- Creation of Job Description, Candidate Profiles, 30-60-90-day goals, Interview and Comp Structure Advisement
- Specialized research support
- Fee: 20-25% of annual salary (1/3 kick off, 1/3 upon Interview, 1/3 upon hire)

CONTINGENCY RECRUITING

- End to End Recruiting
 - Collaboration with Client Leadership
 - Based on availability, exclusive only
 - Fee: 20-25% of annual salary (due upon hire)
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