

THE WHYS AND HOWS OF WORKING WITH D + A

Most of the work we do for clients is behind the scenes. That's why we want to share absolutely everything you'll get when you hire us as your recruiter.

With each job search, no matter which model of service you choose below, you're getting over 70 hours of services.

This includes:

- Market and job description analysis
- Identifying, contacting, and screening talent
- Progress reports and pre-submission briefs
- Interview prep and training (for both client and candidate)
- Interview follow up
- Compensation negotiation and deal closing
- Follow up

It's no wonder you'll always get better results working with us rather than going it alone.

HIRE US: CHOOSE WHICH MODEL OF SERVICE



Retainer

Is your search confidential? Want to hire quickly? Fees are based on first year's total income, with a third due up front. The next third is due when we present candidates, and the final payment at hiring. You'll get a 1-year replacement guarantee, and an exclusive search with us.

Engagement

With an initial, non-refundable fee, we'll focus our time on your search to find the best candidates. You have a non-exclusive search and a 30-day replacement guarantee if you hire from us. The remainder of our fee is contingent on hiring and calculated by first year's base pay.

Full Contingency

A great option for a non-urgent job search, there is no up-front fee. Simply let us know about your opening, and we let you know if we've found your match. Fees are 25% of first year's base pay, contingent on hiring from us, and you get a 30-45 day replacement guarantee.