

Know Your Options. Own Your Outcome.

Two proven models. Same elite methodology. Choose the engagement that fits your timeline, budget, and hiring complexity.

Engaged Search

Speed and precision with reduced commitment.

A deliverable-based model built for speed. Access the same surgical sourcing, multi-channel engagement, and real-time portal with a leaner investment and streamlined cadence.

INCLUDED IN THIS MODEL

- ✓ Discovery, strategy & candidate persona
- ✓ Surgical talent mapping (500–800 profiles)
- ✓ Multi-channel engagement (> 60% rate, 60–70% reach)
- ✓ Real-time client portal
- ✓ Exclusive, dedicated search team
- ✓ 100% commitment to outcome

Retained Search

The full suite. Maximum depth, data, and confidence.

Our comprehensive model with milestone-based investment, structured weekly steering meetings, compensation and market research, included behavioral assessments, and TTI benchmarking.

EVERYTHING IN ENGAGED, PLUS

- ✓ Comprehensive compensation & market research
- ✓ Structured weekly steering meetings with live data
- ✓ Multi-science behavioral assessments
- ✓ Optional TTI job benchmarking
- ✓ Maximum depth, intelligence, and collaboration

Where They Differ

	Engaged Search	Retained Search
Investment Structure	Commencement fee + remainder on hire	Performance milestones
Cost Liability	Reduced; deliverable-based	Guaranteed outcome
Compensation & Market Research	—	Comprehensive
Steering Meetings	1 meeting (midpoint review)	Structured weekly with live data
Behavioral Assessments	Optional (add-on)	Included for all shortlisted talent
TTI Job Benchmarking	—	Optional (add-on)
Time to Shortlist	20 business day deliverable	3–5 weeks

Which model is right for you?

Choose Engaged when:

- ✓ You need speed with reduced financial commitment
- ✓ The role is well-defined and sourcing strategy is clear
- ✓ You want a retained-level process at a leaner price point
- ✓ A single midpoint check-in is sufficient for alignment

Choose Retained when:

- ✓ The role is complex, niche, or highly confidential
- ✓ You want comprehensive market and compensation intel
- ✓ Behavioral assessments and weekly data are essential
- ✓ Maximum depth, insight, and structured collaboration matter

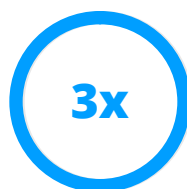
ATS Historical Performance



Completion



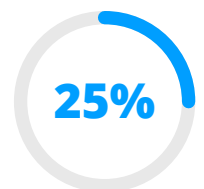
Talent Pool



Reach



Client Time



Faster Shortlist

Evolution demands adaptation.

Unlock access to top talent with the industry's most effective talent acquisition ecosystem.