



### **So, what are Retained Services?**

When we are working on a retained basis this means Elite Recruitment Services (ERS) will charge an upfront fee to the client to conduct our search. We always operate on an exclusivity basis, i.e. the job will only be filled through ERS. We work very closely with you, the client, and will take our time and use an agreed methodology to find the best candidate for the job.

This is normally a rigorous process which will normally achieve a shortlist of anything from three to ten candidates who we believe will be suitable for the specific position. Our aim is to have a minimum of five candidates with the perfect skills sets, ready to possibly relocate, have agreed a salary in principle and all you have left to do is pick the one they like the most as the other boxes have been checked.

Elite Recruitment Services offer this facility at 35% of the projected first years' salary the successful candidate is contracted at.

Organizations normally request retained services when they are looking to fill a senior position and other processes have been exhausted. They know how difficult it is to get the right candidate and the difference the right candidate can make to their organization moving forward.

ERS are fully aware key senior personnel must be professionally qualified for the role the client has laid out for us, we use a systematic process is to identify and directly approach candidates in relevant industries and positions throughout the local and not so local markets.

We ensure that when engaged on a retained basis every assignment receives individual attention and coordination of our senior partners.

ERS have been retained by clients throughout the USA and Europe and as well as sourcing the right candidate have managed the on-boarding and relocation processes for our clients.

If you are looking for C-Suite Executives please call or email [info@eliterecruitmentservcies.com](mailto:info@eliterecruitmentservcies.com) and one of our C-Suite specialists will be contact with you shortly. Telephone 888 206 6161