



INGENIUM
EXECUTIVE SEARCH LIMITED

FAQs

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1. How does a Headhunter/Retained Search Firm differ from a Recruitment Agency ?

Answer: By the way candidates are sourced and headhunting is a more thorough process.

A recruitment agency will typically:

- Charge a fee on placement of a candidate
- Be competing with other agencies in a "CV race"
- Take the path of least resistance as a result. i.e. run an ad and look on a database
- Invest minimal time and move on to the next role
- Their candidates are applicants

A Headhunter/Retained Search Firm will:

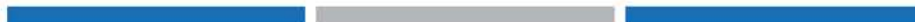
- Charge an upfront retainer fee to conduct the search and then a final fee on placement of a candidate
- Search the whole of the market (even international if requested by client)
- Identify the best possible person for the job
- A searched candidate is selected by a process of targeted identification, whether he or she is an active job seeker or not.
- Invest considerable time in identifying and approaching ALL possible candidates

2. Why Use a Search Consultant?

Answer: The tightening of the labour market, the shortage of qualified candidates and professionals can put pressure on employers to find the right people for their organisations. Also, the sheer volume that companies can experience of unqualified responses to online and newspaper job adverts can be overwhelming to an employer, as job seekers will often present themselves for consideration, even though they are actually unqualified. Sifting through these CVs is a time consuming process. Evaluating CVs and matching talent to roles is an acquired skill. Experienced search consultants are specialists at mapping out the candidate market, identifying and sourcing the best talent and presenting that talent based upon specific criteria, thus saving clients valuable time and money when filling their positions.

3. Will a Search be kept Confidential ?

Answer: Of course ! The names of employer clients, as well as the names of candidates, are kept in the strictest confidence, and certainly not disclosed to anyone, until such time as both agree to the interview. At that time, only at that time, will names be disclosed. Ingenium adheres to a strict ethical code with respect to clients' and candidates' confidentiality.





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4. My organisation has a structured HR and Internal recruitment team, so why use an external firm ?

Answer: The alternative to an external firm is to bring this resource in-house, or even for hiring managers to attempt to recruit directly. Most of the time cost can be the driving factor for implementing these solutions. However, this can often be a false economy as the advantages of using a specialist or Executive Search firm are multifold.

The most noted benefits are:

Cost Efficiency & Responsibility:

- Search Consultants regularly design job specs, define the parameters of a role as well as managing the full interview and offer process. This can save real but invisible cost and reduces the risk of a poor hire in a key role
- There is no recompense if an in-house recruiter makes a poor hire –having worked there myself for many years, the UK alone can spend up to £24bn a year on managing poor performers. Companies globally need to understand it can actually cost them more hiring in the wrong person than having paid a specialist search consultant in the first place. An external firm, offers rebate periods and/or a replacement service.

Delivery & Value Add:

- Internal recruiters, no matter how talented, are simply unable to be all things to everyone; specialists are required to access niche industries, those with specific skill-sets or international talent and Executive search Consultants, to proactively make contact directly with the best candidates in the market (not on the market)
- It is a misassumption that a 9 to 5 internal recruiter has the same commitment and level of drive to fill a role as a 3rd party firm. Executive Search invariably means being available to talk to a choice candidate at 10pm on a Sunday night across a 3 hour time-zone difference

Candidate Advice & Consultant's Expertise:

- A great number of Senior level candidates simply don't have time to search for opportunities and rely on Consultants to work proactively on their behalf
- Candidates look to Consultants to provide advice on the whole market and compensation levels; going direct only provides one perspective
- In a niche industry or a small market area, confidentiality is critical. Going direct exposes job seekers to more risk than an anonymous approach through a third party

5. How do you justify your fees?

Ingenium's fees are far less than huge global firms out there and actually the most competitive in the entire industry. We work hard to understand the distinctions, cultural fit, and "X factor" required for a long term match, and therefore expect the individual placed to make repeated contributions earning an impressive ROI for our client. Finally, although we charge an upfront retainer fee, we then only charge our final fee once our client and chosen candidate are happy and an offer and acceptance is exchanged, rather than other search firms who charge their fee in instalments.

