



Full Time Hires

For your hiring needs, we offer several search options to include Contingency, Engaged and Retained, **OR** let us tailor a plan specifically for your organizational needs.

CONTINGENCY SEARCH

This search model is perfect for non critical positions with no urgency to fill. We accept Contingency searches on a regular basis. Since we are only paid a fee if you hire a candidate we present, we assume all the financial risk up front. As such, we must evaluate the time and resources we spend (like every recruiter) on any one particular Contingency search, based on your commitment to us and your job.

- Candidates submitted to you are NOT on an exclusive basis.
- Includes a candidate guarantee.

ENGAGED SEARCH

This search model has many of the advantages of a Retained Search. For many clients, this is the best search structure. Like the Retained Search, we conduct a highly focused recruiting partnership with your company that involves in-depth Job Order interviews with your key players. We have an exclusive search arraignment for generally 4-8 weeks which is extendable. This search is perfect for positions which:

- are critical hires
- have been unfilled for an extended period
- have harder to identify skills and experience
- are highly sought after by competitors
- are high in travel
- offer no relocation
- have less than ideal job location

A real benefit to this search is we're able to present your search as a retained search which has higher prestige. Candidates know you're serious since you have "hired" a search firm. To start the search, a non-refundable engagement fee equal to 1/3 of the estimated placement fee is paid. As such, essentially we're now working for you directly since you are paying for our efforts to find qualified candidates. This engagement fee is credited toward the total placement fee once you hire a candidate.

- Candidates are presented exclusively to you during the search.
- Includes a 90 day candidate guarantee.

RETAINED SEARCH

Our Retained Search is a top priority exclusive project undertaken on behalf of a client to identify and screen suitable candidates for a "senior level" or "critical need" position. This model is based upon an predetermined flat fee (not a % of salary) which allows you to know in advance the exact fee to be charged, **regardless** of candidate salary.

With this model we are essentially working for you since you are paying for our efforts to find qualified candidates. The advantage of this search is that you are very serious about filling your position and will work closely with us to do so. The fee is paid in thirds throughout the search assignment.

- Candidates are presented to you exclusively during the search.
- We offer a 180 day candidate guarantee.

MULTI HIRE & FLAT RATE PLANS

Perfect for firms with ongoing hiring needs. Since your hiring needs may be special, let us tailor a recruiting plan specifically for your organization.

Consultant / Contractor Hiring

Direct Hire Consultants

- For security consultants you hire "directly" to your payroll, including travel reimbursement (when applicable), SecurityHeadhunter.com will invoice you a recruitment charge monthly for every hour the consultant bills you. Our recruitment charge is only \$15.00 per hour (regardless of what you pay the consultant) for the duration of the contract and any and all subsequent renewals.
- For contracts and any subsequent renewals lasting longer than 1560 hours, our charge is reduced to \$10.00 per hour.

We Fund the Contract

- If you prefer we can fund the payroll through our back office company. Hourly rates will be determined by the level of consultant needed, however in most cases (not all) hourly rates are between \$75.00 and \$125.00. Expenses are billed separately.

To have a no obligation discussion of your Security Jobs contact:

SecurityHeadhunter.com, Inc.

Attn: Wils Bell - President

POB 620298

Oviedo, FL 32762

Desk: 407-365-2404

Email: [Bell@SecurityHeadhunter.com](mailto:bell@SecurityHeadhunter.com)

Web: SecurityHeadhunter.com