

Flexible Search Options Tailored To Your Needs

The challenge of building your team with exceptional professionals who fit well within your organization is unique to each position you seek to fill. Let us tailor an approach that meets your needs and priorities.

		CONTINGENT	ENGAGED	RETAINED
Client Needs Assessment		✓	✓	✓
Search Activities Commence when:		✓	✓	✓
<ul style="list-style-type: none"> • Search Order Information Completed • Fee Agreement Executed 				
Develop Client Company Profile		✓	✓	✓
Kickoff Meeting with Recruiters, Research Team and Account Manager			✓	✓
Weekly Update Meeting or Email			✓	✓
Candidate Identification Utilizing Research Team			✓	✓
Candidate Fit Assessment		Basic Screening Info	In-Depth Profile	In-Depth Profile
Candidate Questionnaire				✓
Candidate Video Interview with Account Manager				✓
Professional References			✓	✓
Partner to Develop Compelling Offer		✓	✓	✓
Negotiation through Acceptance		✓	✓	✓
Guarantee:	Refund or Replacement	First 30 Days	First 45 Days	First 60 Days
	Replacement Only	Up to 60 Days	Up to 90 Days	Up to 180 Days

A tailored approach offering you the options of retained, engaged, contingent and contract search to meet your needs and priorities.

Working Together as Partners

Needs Assessment

Explore the nature of your search, unique needs and current resources to develop the search arrangement that optimizes the extensive network, deep market knowledge and proven recruiting expertise O'Connell Group has developed over 25+ years.

Contingent Search:

- Positions for which the skill-sets and job parameters are challenging and require targeted candidate identification and recruiting resources

Engaged Search:

- When speed-to-fill is critical in the search for mid- to high-level candidates with high-demand skill-sets, leadership potential and game-changing talent

Retained Search:

- A time-bound, mission-critical search for proven game-changers with hard-to-find skills and high-level leadership experience

Search Commencement and Management

Based on the search arrangement that works best for your needs, the search order and fee agreement will accurately outline the recruitment process.

Engaged and Retained Searches:

- We will partner with you to develop a candidate-ready profile of your company and opportunity
- To identify the best possible candidates for your search on a priority basis:
 - Your Account Manager will hold a kick-off meeting with you and our team of recruiters and researchers
 - You will benefit from the dedicated focus of your Account Manager

Search Activity and Accountability

Candidate Identification

Leveraging the extensive network and recruiting experience we have developed over thousands of searches, our team will identify candidates matching the requirements of your search in both skill and fit.

Engaged and Retained Searches:

- Targeted research and outreach to both active and passive candidates matching your requirements
- We assign high priority to these searches

Candidate Fit Assessment

All candidates presented to you will receive a basic screen to match their qualifications with your requirements.

Engaged and Retained Searches:

- Utilizes our candidate research team for faster and more thorough candidate identification
- Our recruiters will engage in more extensive interviews with candidates, which will be reviewed by your Account Manager before being presented
- We will deliver an in-depth profile to provide more context about the candidates' unique qualifications, motivations and fit
- Professional references can be conducted by O'Connell Group

Retained Searches:

- Your Account Manager will conduct a live video interview with top candidates and partner with you to develop a custom candidate questionnaire

Offer and Negotiation

We are committed to leveraging our market knowledge and expertise to achieve successful outcomes.

- Partner with you to develop a compelling offer that your candidate of choice is most likely to accept
- Actively negotiate on your behalf with the candidate at every stage through written acceptance of the position