

Search 25

Search 25 is a unique Executive Search assignment solution, designed to assist Clients with a total search proposition, whilst at the same time having an agreed fixed fee budget that is not subject to the standard search industry % terms. These fees can fluctuate substantially, based upon the final salary, guaranteed bonus, exit payments, relocation allowances, etc., all of which can stretch recruitment budgets. **Search 25** provides a full suite search proposition, including sector or industry mapping of potential, well researched candidate targets, short career bio's, current employment status, agreement or not to participate in the search assignment, salary and total remuneration details, notice periods etc.

Search 25 breaks each assignment down into 3 component parts:

1. An initial Long List of potential candidates for discussion between GRS and the Client.
2. A secondary Target List with agreed potential candidates for GRS to engage with and present the Search criteria to.
3. A final Short List of interested candidates, complete with thorough interview notes, including the candidate's knowledge and understanding of the Client company, reasons for considering the move and any potential obstacles that may prevent the process moving forward.

Search 25 fees are as follows:

1. An initial retained fee of £5,000 + VAT to undertake the search.
2. A final fee of £20,000 + VAT upon the successful completion of the search. The completion is deemed to be the successful offer and acceptance by the candidate and confirmation of the candidate's resignation and agreed start date with the client company.

Over 90% of our **Search 25** assignments are completed to a successful acceptance stage within 30 working days from the start of the assignment.

We pride ourselves that GRS has never failed to complete a **Search 25** assignment and has never had to rebate a fee since our inception.

Full Terms of Business available on request.