



## Limited search

**objective:** to present candidates who match the job description requirements, and then to help the client recruit the best candidate from those coming forward

**methodology:** tailored to the client's context and the specificity of the vacant appointment, this is based on the four steps in recruitment, namely: understanding of the need, acquisition of candidates, evaluation of applicants and selection of the best; acquisition of candidates is achieved by direct approach targeting a small number of persons identified or to be identified as being able to fill the situation vacant successfully

**key point:** a quality approach with sound appropriate reasoning always enables interesting candidates to be found

**fees:** these are generally the subject of a fixed charge situated in the order of magnitude of 20% to 35% of the gross annual remuneration for the post to be filled; fees are due as and when the assignment progresses

**warranty:** a replacement candidate will be secured at no further costs if the appointee resigns within six months of appointment, provided that departure is not due to unforeseen significant contextual change within the company or the job content

**purpose:** a partial search is suited to positions that because of their specialization or the company's sector of activity, apply only to a limited number of persons as well as to positions for which the client has its own reasons for wishing to restrict the search field

### **The fortitude bonus:**

the guarantee that we will provide a service that is of **high quality, suited** to the actual needs of the client and carried out with **nothing hidden**, whether in terms of the contents of the service or the fees payable for it.