



## Targeted search

**objective:** to approach one or two persons targeted by the client, then to verify that they match the requirements of the situation vacant

**methodology:** tailored to the client's context and 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; there is no acquisition of candidates properly speaking, simply a direct approach to the person targeted

**key point:** any position will attract someone provided it is put into the proper light

**fees:** these are based on a fixed charge of the order of magnitude of 10% to 25% of the gross annual remuneration for the post to be filled and are mainly due on signature of the contract of employment for the person specified

**warranty:** if the candidate resigns within three months of taking up the post, the client will be offered a full search at a reduced fee, provided that the candidate did not leave for reasons of unforeseen significant contextual change within the company or the job content

**purpose:** a targeted search should only be considered if the client is certain that the person being approached is capable of sustainable long-term success in the position offered

### **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.