



CONTINGENCY SEARCH SERVICES

WHAT IS A CONTINGENCY SEARCH?

Contingency search is a service performed by a recruitment company for free until the day a candidate represented by them takes a position with the client.

Clients often work with contingent search firms when filling mid-level positions. It is not rare for a client to work with a large number of contingent recruiters on the same search at the same time, in order to maximize the volume of candidate resumes they receive. Beyond the increased volume of candidates that such an approach allows, contingent firms do not get paid until a candidate is successfully hired.

WHAT DOES AVENUES DO?

With a Contingency search, one of our industry experts will spend time with you to learn about the job details, company culture within your organization and the qualities in a candidate that are most important to you. Our recruiters will use that information to dig through all avenues available to find the best fit.

WHAT ARE THE PAYMENT TERMS?

Every agreement is a bit different to meet the varying needs of our clients, but one thing is consistent with Contingency searches: Avenues collects a fee only if we successfully place a candidate.

Clients can expect to pay a percentage of the new hire's gross or base salary depending on the type and experience-level of the position. The search risk is shifted almost entirely to the search firms. Because of this, contingent search fees tend to be higher for clients, relative to retained searches or container searches as they shoulder more risk.



BENEFITS OF WORKING WITH AVENUES



SPEND LESS

The average annual salary of a talent acquisition manager is \$65,000, according to Glassdoor. And that's just their salary expense. Bringing in a third-party recruiting firm gives you an entire team of talent acquisition managers for a fraction of the cost.



SAVE TIME

You could spend countless hours researching the market, identifying top-tier candidates, convincing them to come work for your company, screening them, interviewing them, onboarding them, etc. all on top of your routine tasks, assignments and projects, or you could let us do it.



BUILD A PARTNERSHIP

The best recruiting firms become an extension of your in-house HR department. We understand your culture and values, are there providing feedback and recommendations throughout the process, and feel more like a partner than a transaction.