



RETAINED SEARCH SERVICES

WHAT IS A RETAINED SEARCH?

With senior and executive-level roles, clients often opt for a retained service with an upfront fee. In a retained search, the fee is for the time and expertise of the search firm, which is employed to conduct the entire recruitment effort until the candidate has started working.

Retained recruiters work for the organizations who are their clients, not for job candidates seeking employment. Search firms generally commit to “off-limits” or no-poaching agreements. Since we act as management consultants working in the best interests of the clients, it would be counterproductive to simultaneously remove talented executives from those client companies.

WHAT DOES AVENUES DO?

A Retained Search is allocated priority time and resources by our recruiters. Avenues will pre-screen all potential candidates based on their skill set, work history, professional references and cultural fit to ensure a seamless placement. Throughout the process you will receive transparent feedback on your opening, benefits and company as a whole, based on candidate responses and competitive analysis of similar openings in the market.

WHAT ARE THE PAYMENT TERMS?

Every agreement is a bit different to meet the varying needs of our clients. Traditionally, retained fees are paid in three installments: up front, 30 days into search and upon written agreement of offer/acceptance.



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.