

START HERE · CONTINGENT PLACEMENT

Contingent hiring. Pay only on success.

A single contingent hire, run full lifecycle from sourcing through offer, with a senior Client Delivery Lead as your single point of contact. You pay only if we place someone, and every placement carries a 90-day replacement guarantee. Best for occasional, specialized, or hard-to-fill roles where you would rather pay once on success than carry a monthly retainer.

10% of salary

New requirement on a 30-day exclusive

12–15% of salary

Otherwise, set by the difficulty of the role

\$0 upfront

Billed only on a successful placement

HOW IT WORKS

We run the full search, you pay only on the hire

We run the whole process: intake, sourcing (active and passive), screening, recruiter interviews, a full candidate packet, and offer support, with a **senior Client Delivery Lead** as your single point of contact. You pay only when a candidate you hire starts. If a placement does not work out within 90 days, we recruit a replacement at no additional placement fee. It is contingent, so there is no monthly retainer and no fee until someone is in the seat.

HOW THE FEE WORKS

- ✓ 10% of first-year base salary for a new requirement on a 30-day exclusive
- ✓ Otherwise 12–15%, set by the difficulty and qualities of the role
- ✓ Long-open, heavily-worked requirements are harder to fill and priced toward the top
- ✓ Senior, executive, urgent or cleared roles can run higher by scope
- ✓ A minimum placement fee may apply
- ✓ Reduced pricing for exclusive searches, repeat clients, or several similar openings

WHAT IS INCLUDED

- Full-lifecycle search, sourcing through offer
- A senior Client Delivery Lead as your single point of contact
- Full candidate packet with every submission
- 90-day replacement guarantee on every placement
- National sourcing, remote-first delivery
- You pay nothing unless we place someone

Standard contingent

You pay only on a successful hire, with no upfront fee and a 90-day replacement guarantee. The right fit for most professional and specialized roles.

Pay only on success.

Engaged option (hard or competitive roles)

For an especially hard or competitive role, a \$1,500 engagement fee plus a short exclusive secures an experienced recruiter from day one. It is credited in full against the placement fee.

Nothing extra on a successful hire.

Hiring across several roles at once? **PartnerHire Core** embeds a dedicated recruiting team in your process for a flat monthly fee, from \$8,500/mo, with a flat \$1,000 per placement instead of a percentage of salary.

Ready to fill a **hard-to-fill role**?

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