

Scud or Laser - The Choice is Yours

The Contingency Search Model

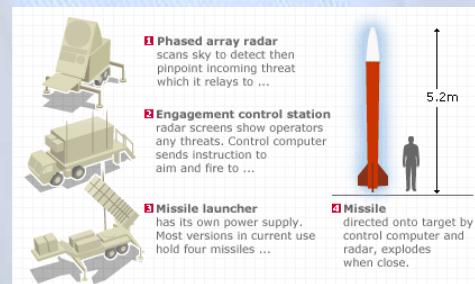
Remember the Scud Missile? It is one of the few ballistic missiles ever used in actual warfare. Yet it hardly qualifies as a missile in the sense that it is highly inaccurate due to its construction. If the goal of a missile is to hit a target - it really isn't a missile. It might be described as an *area bombing weapon*.

Such is the contingency search model... It lacks focus, intention, and precision. While the firm you contracted intends to fill your vacancy, they are juggling 30-40 search assignments because they don't know which one will be successful. It's a numbers game - throw enough mud against the wall and maybe some will stick. If they and you are both lucky, it will be your position that gets filled. But since only 10% of these searches are successful *the likelihood is that it won't be yours*.

It is for this reason that you need an entire retinue of contingency firms to have any hope of obtaining some good candidates for your open positions.

The Retained Search Difference

Enter the Patriot Missile, the highly accurate aerial interceptor with its high performance radar systems. Made famous by YouTube videos, this anti-ballistic missile was used effectively against scud missiles in each of the last two wars with a success rate of nearly 97%.



This is precisely the difference you will experience with a quality retained search firm. Your search project will get the attention and focus necessary to land the top talent you need. And because there is money already on the table and clearly-defined expectations, you will see the results you require on a predictable, pre-determined timeline. All of a sudden your experience with search firms will take a magnificent professional turn for the better...



It is the contingency search model that has earned the recruiting industry its current reputation: Headhunters are viewed as just slightly better than used car salesmen - you can't really trust them.

Why don't more recruiting firms join the retained search market?

It's really quite simple.... They are not sure that they can deliver. And if they are uncertain about their ability to perform their profession, do you really want to depend on them to get the job done for you?

What makes us think we can do better?

Experience.... We have learned that if a motivated client will work with us in this sort of focused way, we can and do deliver – even in remote and difficult areas. Our market depth and industry knowledge

combined with the resources of an experienced and intensely networked team using over the top technology enables us to produce dramatic results.

Recent Anecdotes...

The Seven Day Search

One of our favorite Directors of Pharmacy has developed a bad habit. Twice he has called at the end of the week to tell us that he is going on vacation for a week and would like to interview a particular clinical specialist when he returns, seven days later. On both occasions he had multiple candidates in his inbox upon his return. Unfortunately we have to feed the appetite we create.

The Multiple Opening Job Order

Just two weeks ago, a Senior HR Executive called us to recruit nine (count them) nurses for their emergency department. Our agreement was concluded by the end of the week on Friday and by the following Friday two candidates were presented with full credentials including screening, license verifications, transcripts of professional references, qualifications assessments, and complete psychological profiles. Now, nearing the end of 14 days, five candidates have been presented for interview and we are already more than half done.

The Impossible Search Assignment

A non-profit, publicly funded clinic needed a Pharmacist in Charge to open their clinic pharmacy in a part of Alaska that is so remote that it is only accessible by air or by ferry. Humpback whales play every morning in the bay as the mist rises from the water. The clients were so sure the project was impossible that they insisted on a retained search agreement so that we would be on the hook for a full year. Within three weeks of preparing our search prospectus we provided three candidates for interview.

What's the Difference?

You might liken it to the difference between an incandescent light bulb and a laser beam. The light bulb is fully adequate if what you need is a lot of light in general with no particular focus. But if you want to repair a cornea, burn through steel, or pinpoint a target 400 yards away...it's the laser you'll need. One Source Health Careers is the laser beam of the recruiting space. We get the job done – with precision.

Our Fee Schedule

	Plan A	Plan B	Contingency
Engagement Fee	1/3	1/10	0
Total Fee	23%	25%	27%
Replacement Terms	6 months	3 months	30 days
3 Candidates Presented	21 days	21 days	30 days