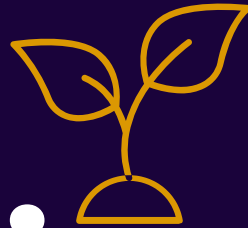




Pre-Seed / Seed





Founding Hires

Exploration

Time : 45–60mins with the Founders

Cost : £0

Goals : Discovery session to discuss the following

- Mission
- Culture
- Roadmap
- Hiring Requirements – the non-negotiables & prioritising the nice-to-haves
- Budgets & Benchmarking – Compensation Make-Up (Salary + Shares etc)
- Location (Logisitics)

Acceptance Criteria

Summary document covering the following:

- Brief
- How we sell the opportunity & the company
- Confirmed Timescales
- Agreed Weekly Catch Up – Diarised
- Pricing Agreement / Contracts
- Agree any screening questions (if necessary)

The Search

Classic

Shortlisting – Traditionally a min. 5 profiles

- 30mins candidate interviews with myself – a hands-on Director
- Write-Ups + CVs
- CV Review Call (20–30mins)
- Interview Selection

Extended (if required)

As above, however with an initial long listing.

Traditionally utilised if the brief is broader than normal and requires profile validation of “what good should look like”

Spreading the ost

We recognise the importance of spreading costs at an early stage and have created a retained package weighted towards success and with a wider spread of payments.

Workable Example

Fee To Be Agreed – Payment Terms Traditionally 14–28 Days

- | | |
|----------------------------|-----|
| • Search Commences : | 10% |
| • Offer Acceptance : | 30% |
| • Start Date : | 30% |
| • 30 Days In To The Role : | 30% |

Traditional Model – 33/33/34

Clauses

We recognise trust is earned but we want to assure our new customers their investment is contingent on success and not to leave them out of pocket.

Therefore with every search we ensure we give client's peace of mind that we'll deliver to our word (& if we didn't you'll get your money back).

Our clauses include:

- Minimum # of Shortlisted Profiles (within X # of Days)
- Minimum of 3 Candidates selected for Interviews
- Free Replacement Hire within 16 Weeks
- If the Replacement Hire is not identified within 75 days, 50% of the Total Fee is Refundable (paid back within 5 Days)

