





# What is retained search?

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## What is it?

A retained search is a mutually beneficial partnership between an executive search firm and a client to run an exclusive search to fill a key position.

## Why use it?

Top employers know how important the role of a recruiter can be in helping identify key talent for business. For starters, established recruiters have worked with many types and sizes of employers. From this experience, they have the perspective to help employers develop an employee value proposition and create effective job descriptions that can improve the positioning of their business, as well as the position they are seeking to fill. In addition, our recruiters help employers extend their reach through their deep networks in the area and utilize the latest technology to bring both passive and active job seekers to the table. This is a significant advantage, because we have found that the best hire is most often a passive job seeker, so employers using job postings or resume databases are only tapping into the talent pool that is actively engaged in a job search

To create a successful search strategy and fully understand our clients' needs, the team assigned to your search will conduct an initial consultation meeting designed to understand your organization and talent needs. Prior to beginning a search, our team must fully understand the dynamics of an organization which include the cultural, operational, psychological and financial aspects to find the right "fit". The outline below is an accurate representation of all the aspects that play a crucial part in a successful outcome.

# OUR DISCOVERY PROCESS



## Who are our clients?

Our clients value partnership and are willing to share risk. They value people and relationships, and they understand the value of top talent. They are typically growth oriented. Most of our returning clients have turned to True North Recruiting for their hiring needs to fill key positions within their departments. Positive business relationships, positive experience, better and more qualified candidate pool, and saving time are a few of the reasons why our clients consistently choose True North Recruiting. To read more about what our clients and candidates are saying, [click here](#).

## What does it cost?

A recent survey conducted by the True North Recruiting team found that 60% of individuals told us cost was a factor preventing them from using executive search firms for their hiring needs. It was through this feedback that the leadership team created the first risk-free recruiting model offering a money-back guarantee. We do this to ensure all clients are 100% satisfied beyond a placement's start date. We strive to provide successful placements and partnership to every client that entrusts us with their hiring needs.

Interested in retained search services? Click [here](#) to connect with a member of our team!

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